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MANPOWER REQUIREMENTS REPORT FOR FY 1979

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This report is the Defense Manpower Requirements report for FY 1979 submitted to Congress in compliance with Section 138(C)(3) of Title 10, United States Code.

20. ABSTRACT (Continue on reverse side if necessary and identify by block number)

This report recommends the annual active duty end strength level for each component of the armed forces for the next fiscal year and the annual civilian personnel end strength level for each component of the Department of Defense for the next fiscal year, and includes justification for the strength levels recommended and an explanation of the relationship between the personnel strength levels recommended for that fiscal year and the national security policies of the United States in effect at the time.

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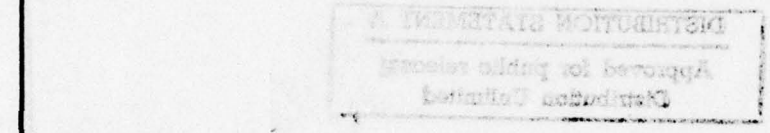

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Prepared by

Office of the Assistant Secretary of Defense

(Manpower, Reserve Affairs and Logistics)

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FY 1979 DEFENSE MANPOWER REQUIREMENTS REPORT

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PART A - Defense Manpower Requirements

Part A presents a summary of the Department of Defense Manpower Program for the Fiscal Years 1979 and 1980. It describes each of the Defense Planning and Programming Categories (DPPC) and the essential elements of US defense policy from which manpower requirements are determined. It also summarizes manpower requirements for each DPPC.

Chapter I	-	Introduction
Chapter II	-	Summary of Defense Manpower Requirements
Chapter III	-	Manpower and US National Security
Chapter IV	-	Strategic
Chapter V	-	Tactical/Mobility
Chapter VI	-	Auxiliary Activities
Chapter VII	-	Support Activities
Chapter VIII	-	Individuals

CHAPTER I

INTRODUCTION

The Secretary of Defense hereby submits to Congress the Defense Manpower Requirements Report for FY 1979 in compliance with Section 138(c)(3) of Title 10, United States Code.

This report should be read and used along with the following related Defense Department reports:

- The Report of Secretary of Defense Harold Brown to The Congress on the FY 1979 Budget, FY 1980 Authorization Request and FY 1979-83 Defense Programs.

- The FY 1979 Military Manpower Training Report.

This chapter discusses the following general topics:

- Reporting requirement.

- Content and organization of the report.

- Reserve manpower requirements.

- Manpower strengths.

- The Defense Planning and Programming Category (DPPC) language used throughout the report.

A. Reporting Requirement

Section 138(c)(3) of Title 10, United States Code states in part that:

> "The Secretary of Defense shall submit to the Congress a written report, not later than February 15 of each fiscal year, recommending the annual active duty end strength level for each component of the armed forces for the next fiscal year and the annual civilian personnel end strength level for each component of the Department of Defense for the next fiscal year, and shall include in that report justification for the strength levels recommended and an explanation of the relationship between the personnel strength levels recommended for that fiscal year and the national security policies of the United States in effect at the time."

The law was amended by Public Law 94-361, The Defense Appropriation Authorization Act For FY 1977, as follows:

> "Such report shall also identify, define, and group by mission and by region the types of military bases, installations, and facilities and shall provide an explanation and justification of the relationship between this base structure and the proposed military force structure together with a comprehensive identification of base operation support costs and an evaluation of possible alternatives to reduce such costs."

Senate Armed Services Committee Report 93-385 requested a report on Reserve manpower at the same time and in the same format as the statutory report on active duty strengths. These two reports have been consolidated to explain more fully Total Force manpower programming for the Department.

B. Content and Organization of the Report

The report includes the Department of Defense manpower requests for active military, Selected Reserve, and civilian strengths incorporated in the President's Budget for FY 1979. To assist Congress in considering authorizing legislation for FY 1980, the report also includes strengths required by the Department of Defense for that fiscal year.

The report is organized into three major parts plus two annexes which are submitted separately.

Part A. Defense Manpower Requirements (Chapters I through VIII). Chapter I provides an introduction to the report. Chapter II summarizes the report. Chapter III is a brief overview of national security policy

and its relationship to the defense manpower program. Chapters IV through VIII describe manpower requirements for each major Planning and Programming Category across all military services. Major changes in manpower associated with each category are explained.

Part B. Manpower Requirements by Component (Chapters IX through XIII). This part contains chapters for the military services and the defense agencies. This permits the reader to examine the manpower requirements of each service and defense agency.

Part C. Special Analyses (Chapters XIV through XVII). This part contains special analyses of four subjects related to the defense manpower program. Chapter XIV discusses the cost of manpower. Chapter XV treats the subject of women in the military. Chapter XVI addresses reservists on active duty for training and administration. Chapter XVII explains the structure of the Defense Planning and Programming Categories (DPPC) and the efforts to improve them. These special analyses chapters are included because of special interest or request by the Congress.

Base Structure Annex. The Department will submit a Base Structure Annex in compliance with the revised reporting requirement. This annex will relate our FY 1979 base structure to the force structure for that period and will provide estimates of base operating support costs. The Base Structure Annex will be provided to the Congress by separate transmittal.

Unit Annex. As requested by the Senate Armed Services Committee, a Unit Annex is provided which describes the planned allocation of manpower to specific types of units within the force. The Unit Annex also will be provided to the Congress by separate transmittal.

C. Reserve Components

In accordance with the Total Force policy, this report presents in a single volume all Defense manpower requirements requiring annual Congressional authorization, including those for the Selected Reserve. It is essential that the manpower requirements of the Reserve Components be considered together with and on the same basis as requirements for active military and civilian manpower. To accomplish this we have converted Reserve Component average strengths to the end of the fiscal year strengths.

Reserve Component manpower is divided into three categories: the Standby Reserve, the Retired Reserve, and the Ready Reserve. The Standby Reserve consists of members who have completed the active duty and/or Ready Reserve portions of their statutory six-year military obligation or those who choose to remain in the Standby Reserve. The Retired Reserve consists of former members of either the active components or the Ready Reserve who have retired and have transferred to

the Retired Reserve. Members of the Standby and Retired Reserves do not generally participate in reserve training or readiness programs. They may be mobilized by authority of Congress.

The Ready Reserve is the major source of manpower augmentation for the active force. It comprises two elements: the Selected Reserve and the Individual Ready Reserve. The Selected Reserve consists of units organized, equipped, and trained to perform a wartime mission and selected individual augmentees. Members of the Selected Reserve train with their units throughout the year and participate annually in active duty training.

The Individual Ready Reserve consists generally of personnel who have served recently in the active forces or Selected Reserve and have some period of obligated service remaining on their contract. The majority of the members in the Individual Ready Reserve do not participate in organized training.

The Reserve Components manpower requested in this report is limited to that of the Selected Reserve, since it is authorized by Congress.

D. Manpower Strengths

The manpower figures used in this report reflect strengths as of the end of a fiscal year. This is the number of people on, or expected to be on, Departmental rolls or receiving drill pay at that time.

In the manpower authorization request (Chapter II) we show average strengths for the Reserve Components in addition to end fiscal year strengths. This complies with the Congressional decision in 1975 1/ to continue authorizing Reserve Components manpower by average strength rather than by end fiscal year strength as is done for active military and civilian manpower.

E. Time Periods

The time periods used in this report are:

Fiscal Year	End Date	Manpower Data
FY 1977	Sep 30, 1977	Actual Strength
FY 1978	Sep 30, 1978	Planned Strength re-
FY 1979	Sep 30, 1979	flected in President's FY 1979 Budget
FY 1980	Sep 30, 1980	Planned Strength

1/ House Report 94-413, July 26, 1975, pp. 60-61.

F. Defense Planning and Programming Categories

The language used throughout this report to describe and explain Defense manpower requirements is the Defense Planning and Programming Categories (DPPC).

The DPPC are based on the same program elements as are the ten Major Defense Programs. The Major Defense Programs aggregate, for each Program, all the resources which can be reasonably associated with the "output" of that program. For example, the Strategic Program includes not only the bomber squadrons but the base support personnel which sustain these units. The DPPC, on the other hand, aggregate activities performing similar functions. For example, base support is given separate visibility. Each approach has utility for management of resources; however, the DPPC system is particularly well suited for explaining how manpower resources are used. The relation between the DPPC system and the Major Defense Programs is explained in Chapter XVII, Manpower Data Structure.

As requested in the Senate Armed Services Committee Report on the FY 1976 Authorization Bill, a major effort to refine the DPPC structure has been completed. Objectives of the study were improved consistency across the Services in assigning manpower to DPPC and improved correlation between units and DPPC. As a final step, some titles were changed and some categories combined to reflect more accurately the role of the forces concerned and to reduce confusion with the Major Defense Programs. The DPPC are shown on the next page. Details of the study are also in Chapter XVII.

DEFENSE PLANNING AND PROGRAMMING CATEGORIES

1. Strategic

   Offensive Strategic Forces
   Defensive Strategic Forces
   Strategic Control and Surveillance Forces

2. Tactical/Mobility

   Land Forces
   Tactical Air Forces
   Naval Forces
   Mobility Forces

3. Auxiliary Activities

   Intelligence
   Centrally Managed Communications
   Research and Development
   Geophysical Activities

4. Support Activities

   Base Operating Support
   Medical Support
   Personnel Support
   Individual Training
   Force Support Training
   Central Logistics
   Centralized Support Activities
   Management Headquarters
   Federal Agency Support

5. Individuals

   Transients
   Patients, Prisoners, and Holdees
   Trainees and Students
   Cadets

Changes in the DPPC categories are made from year to year as the program elements upon which they are based are revised to meet the management needs of the Military Departments and functional managers on the OSD staff. These changes are kept to the minimum necessary. The changes that have occurred during the past year are documented in Chapter XVII.

CHAPTER II

SUMMARY OF DEFENSE MANPOWER REQUIREMENTS

This chapter presents the Department of Defense manpower request, provides an overview of manpower strength trends and explains the major strength changes which are contained in the manpower program presented in this report.

A. Manpower Request

As required by Section 138(c) of Title 10, United States Code, the Department of Defense submitted to the Congress proposed legislation prescribing for Fiscal Years 1979 and 1980 the authorized end strengths for active duty military personnel, the authorized average strengths for the Selected Reserve of each Reserve Component and the authorized end strength for civilian personnel (direct and indirect hire). The strength requests are as follows:

Active Duty Military Personnel
(End Strength in Thousands)

	FY 1979	FY 1980
Army	771.7	771.1
Navy	521.7	525.5
Marine Corps	190.0	189.3
Air Force	565.6	566.1
Total	2,049.0	2,052.0

Note: For comparison, the total military strength for end of FY 1978 authorized by Public Law 95-79 is 2,085.1.

Selected Reserve Military Personnel
(End Strength in Thousands)

	FY 1979	FY 1980
Army National Guard	368.5	380.0
Army Reserve	200.6	215.0
Naval Reserve	51.4	51.4
Marine Corps Reserve	33.5	33.5
Air National Guard	92.9	94.6
Air Force Reserve	54.0	54.6
DoD Total	800.9	829.1

Note: For comparison, the end FY 1978 strength corresponding to the average strength authorized by Public Law 95-79 is 814.8.

Detail may not add to totals due to rounding.

As required by law, the following table reflects the Department of Defense manpower request for the Selected Reserve expressed in average strengths. The appropriate wartime manning requirement has also been stated as requested in House Report 93-1035, 10 May 1974.

Selected Reserve Manpower
(Thousands)

	FY 79 Wartime Structure Strength 1/	Average Strength FY 78	FY 79	FY 80
Army National Guard	430.5	356.7	363.0	375.0
Army Reserve	276.0	189.2	196.7	207.8
Naval Reserve	51.4	87.0	51.4	51.4
Marine Corps Reserve	43.9	32.1	33.0	33.5
Air National Guard	100.7	92.3	92.4	94.0
Air Force Reserve	65.3	52.0	53.2	54.4
DoD Total	967.8	809.3	789.7	816.1

Note: Detail may not add to totals due to rounding.

1/ Additional Ready Reserve requirements will be filled by Individual Ready Reserve.

The Department requests authorizaton for total DoD direct and indirect hire civilian employment, military functions, for end FY 1979 and FY 1980 as follows:

Civilian Authorization Request 1/
Direct and Indirect Hires, Military Functions
End Fiscal Year Strength

	FY 1979	FY 1980
Total DoD	1,007,531	1,007,603

Note: For comparison, the civilian strength authorized for FY 78 by Public Law 95-79 is 1,018,600.

1/ Includes 71,044 (FY 1979) and 67,128 (FY 1980) National Guard and Reserve technicians who are also members of the Selected Reserve.

Consistent with Section 501(c) of Public Law 94-361, the DoD Appropriation Authorization Act, 1977, the requested civilian authorization includes full-time, part-time, intermittent, permanent, and temporary employees; it excludes the following three categories of DoD civilian employees:

1. Special Student and Disadvantaged Youth Programs . Excluded under this category are: Stay-in School Campaign, Temporary Summer Aid Program, Federal Junior Fellowship Program, and Worker-Trainee Opportunity Programs. Employment in these categories, based on past experience, will be about 8,600 in FY 1979 and 1980.

2. National Security Agency employees are excluded for reasons of security, in accordance with Public Law 86-36.

3. Civil Functions. Excluded are employees performing civil functions administered by DoD including Corps of Engineer Civil Works; Postal Construction Program; Cemeterial Activities; and the Wildlife Conservation Program. Civil functions employment at the end of FY 1979 and FY 1980 is planned to be about 33,000. This does not include the civilians employed by the Panama Canal Zone Government or Company.

The FY 1977 and 1978 Authorization Acts established a single DoD civilian authorization rather than separate authorizations for each component. The Department strongly recommends this single authorization be continued.

The composition of the total DoD civilian request for FY 1979 is shown in the following table by component, direct and indirect hire.

Composition of Civilian Authorization Request for FY 1979

	Direct Hire	Indirect Hire	Total
Army	314,445	50,929	365,374
Navy	302,688	11,218	313,906
Marine Corps 1/	(16,912)	(3,183)	(20,095)
Air Force	234,426	14,821	249,247
Defense Agencies	77,268	1,736	79,004
Total DoD	928,827	78,704	1,007,531

1/ Marine Corps civilians included in Department of Navy strengths.

B. Manpower Overview

Military and civilian manpower strength trends are shown in the following tables.

Defense Employment
(End Strength in Thousands)

	Actual			FY 79 Budget		
	FY 64	FY 68	FY 77	FY 78	FY 79	FY 80
Active Military	2,687	3,547	2,074	2,069	2,049	2,052
Civilian 1/	1,176	1,393	1,022	1,021	1,008	1,008
Total	3,863	4,940	3,096	3,090	3,057	3,060
Reserve Paid Drill	953	922	807	815	801	829

Note: Detail may not add to totals due to rounding.

1/ Direct and indirect hires.

1. Active Military Strengths. The table below shows the trend in active duty military strength by service.

Military Manpower - Active Duty
(End Strength in Thousands)

	Actual			FY 79 Budget		
	FY 64	FY 68	FY 77	FY 78	FY 79	FY 80
Army	973	1,570	782	774	772	771
Navy	668	765	530	532	522	526
Marine Corps	190	307	192	192	190	189
Air Force	857	905	570	571	566	566
Total DoD	2,687	3,547	2,074	2,069 1/	2,049	2,052

Note: Detail may not add to totals due to rounding.

1/ Authorized by Congress, Public Law 95-79 for FY 78, 2,085,100.

The FY 1979 authorization request for active duty military personnel is 2,049,000. This request:

- Reduces active military strength, yet increases the manpower assigned to combat forces.

- Is 638,000 lower than the actual strength in FY 1964, before the expansion for the Vietnam War.

- Is 36,000 below the strength authorized by Public Law 95-79 for the end of FY 1978.

The FY 1979 active military manpower program provides for improvements in the combat capabilities of the Military Services. These improvements are achieved primarily by further economies in supporting functions as the Services continue to refine their manpower programs. The following table shows the planned shift in military manpower from supporting functions to combat forces over the FY 1977-1980 period.

Percent of Active Military Strength

	Actual	FY 79 Budget		
	FY 77	FY 78	FY 79	FY 80
Strategic/Tactical/Mobility Forces	50.3	51.2	52.2	52.3
Auxiliary and Support Activities	34.2	34.4	34.1	33.9
Individuals	15.5	14.4	13.7	13.8
Total	100.0	100.0	100.0	100.0

Details of the force improvements and support reductions are in Section C of this chapter.

Highlights of the active military manpower trends by Service are as follows:

Army

The Army's active military manpower program for FY 1979 provides:

- An increase in authorized manning of selected forward deployed units of NATO.

- An increase in authorized manning of combat elements of divisions stationed in CONUS for which sets of equipment are prepositioned in Europe.

- Withdrawal of one brigade of the 2d Infantry Division from Korea.

- Activation of two new tank battalions, one attack helicopter battalion, one HAWK battalion and one field artillery battalion along with one air calvary troop and a VULCAN battery.

These increases are offset by reductions in Support Activities and in the Individuals account.

Navy

The Navy's total active fleet will increase from 452 to 457 ships in FY 1979. Increases are in nuclear submarines and modern surface combatants together with one amphibious ship. Reductions in obsolete and less capable ships take place. Major force structure items are:

- Carrier levels will remain constant at 13.

- Four nuclear attack submarines will be added; the NAUTILUS and a diesel submarine will be decommissioned.

- Eight Spruance Class destroyers will be added while one World War II destroyer will be decommissioned.

- Two salvage ships and a training ship will be decommissioned.

- One amphibious landing ship and a new submarine tender will be added.

- Two ships will be transferred to the naval reserve force.

- A fleet oiler will be transferred to the Military Sealift Command.

The Navy's active military manpower program provides for increases attributable to the introduction of new ships and submarines. The increases are more than offset by reductions in Navy support requirements and in the Individuals accounts.

Marine Corps

The Marine Corps will continue to upgrade the combat capability of its Fleet Marine Forces. The density of tanks and anti-armor missiles will increase. Combat service support units will be consolidated into Force Service Support Groups. Land Forces manpower will increase while Individual Training and the Individuals account manpower decrease.

Air Force

The Air Force continues to program for full equipage and manning of its 26 active tactical fighter wings by end FY 1981. Modernization of tactical fighter squadrons also continues with additions of A-10, F-4G Wild Weasel (Surface to Air Missile Suppression) and F-15 aircraft programmed. Improved readiness is planned for tactical fighter squadrons while they are converting to newer aircraft. There are also enhancements in Tactical Air Control System and chemical defensive equipment and training; increases in AWACS and tactical aggressor training aircraft; and increases in munitions and war readiness materiel. Reductions in students and transients, conversions to contract of selected support functions, and other reductions in Support Activities more than offset increases associated with combat enhancements.

2. Selected Reserve Strengths. The table below shows the Selected Reserve strengths by Service.

Selected Reserve Manpower
(End Strength in Thousands)

	Actual	FY 79 Budget		
	FY 77	FY 78	FY 79	FY 80
Army National Guard	354.7	358.2	368.5	380.0
Army Reserve	189.4	191.3	200.6	215.0
Naval Reserve	90.2	87.0	51.4	51.4
Marine Corps Reserve	31.0	32.8	33.5	33.5
Air National Guard	91.8	92.5	92.9	94.6
Air Force Reserve	50.4	53.0	54.0	54.6
DoD Total	807.5	814.8	800.9	829.1

Note: Detail may not add to totals due to rounding.

- All Selected Reserve strengths except Navy reflect a modest growth for Fiscal Years 1978, 1979, and 1980. The programmed increases are in anticipation of improved recruiting and retention.

- The Selected Reserve of the Navy will be reduced 35,600 spaces. This reflects the transfer of support personnel to the Individual Ready Reserve, and disestablishment of four reserve ASW helicopter squadrons and four reserve air transport squadrons. Details are in the Navy chapter.

3. Civilian Manpower. The table below shows the trend in civilian manpower.

Civilian Manpower
(Direct and Indirect Hire End Strength in Thousands)

	Actual			FY 79 Budget		
	FY 64	FY 68	FY 77	FY 78	FY 79	FY 80
Army	452	533	372	373	365	366
Navy/Marine Corps	347	430	318	316	314	315
Air Force	338	356	255	253	249	248
Defense Agencies	38	76	78 1/	79	79	79
Total DoD	1,176	1,393	1,022	1,021 2/	1,008	1,008

Note: Detail may not add to totals due to rounding.

1/ About 7,000 overseas dependent education personnel who work only during the school year appear on the rolls in FY 77-80 because the fiscal year end changed from June to September.
2/ Reflects the decision by the Secretary of Defense to increase civilian employment by 2,700 spaces above Congressional levels as discussed in the following paragraphs.

Defense civilian employment has decreased steadily since the peak of the Vietnam War (FY 1968). By 30 September 1977, civilian employment was 154,000 less than in pre-Vietnam peacetime (FY 1964). The true magnitude of the civilian reduction since FY 1964 is masked by the substitution of over 120,000 civilian positions for military. Considering this increase due to civilianization, the total manpower reduction has exceeded one-quarter million.

For FY 1978, Congress authorized a total of 1,018,600 civilians. The Department is currently planning for 1,021,300, which exceeds the Congressional ceiling by 2,700; the authority for such a ceiling increase, up to 1¼%, is provided in the FY 1978 DoD Appropriation Authorization Act. The primary reason for the 2,700 increase is that Congress prohibited most planned conversions from in-house to contract during FY 1978. This, together with delay and deferral of some base realignment savings, added nearly 6,000 spaces to the FY 1978 civilian requirement; all but 2,700 were offset by reductions in other programs. Rather than force arbitrary manpower reductions which could have a negative impact, the Secretary used his statutory authority to increase the FY 1978 authorizations.

The total civilian request for FY 1979 is 13,800 less than planned for FY 1978. 4,200 of that reduction is due to an accounting change whereby foreign nationals who support DoD in Berlin, and whose costs are totally paid by the Federal Republic of Germany are being deleted from the request. This leaves a true reduction of about 9,600 which results from conversion to contract support (5,900), reductions in training and base operating support (4,200) and other program changes (+500).

Another accounting change that does not affect the total request involves the conversion of 1,700 indirect hire spaces to direct hire so that DoD can employ more dependents of military assigned overseas. Similar conversions were made in FY 1977 and FY 1978.

C. Manpower Program Changes by Component

This section lists planned changes in the manpower program of DoD components from the end of FY 1978 to the end of FY 1979. Manpower figures are in thousands.

- Army

Active Military Strength End FY 1978	774.2
Trainees	-3.7
Transients	-1.3
Students	-0.6
Base Operations Support - training base	-0.4
Trainers/Training support	-2.5
Communications	-0.1
Net Miscellaneous Reductions	-0.1
Increased Manning (Divisions/Brigades) - Europe	+0.6
Signal companies NORTHAG - Europe	+0.4
Chemical defense companies - Europe	+0.4
Tank battalions - CONUS	+1.0
Field artillery battalion - CONUS	+0.5
Improved force manning - CONUS	+3.1
Miscellaneous division forces - Europe	+0.2
End-FY 1979	771.7
Army National Guard Strength End FY 1978	358.2
Increased unit manning for early deploying units and recruiting	+10.3
End-FY 1979	368.5
Army Reserve Strength End FY 1978	191.3
Increased unit manning for early deploying units and recruiting	+8.8
Trainees	+0.5
End-FY 1979	200.6

Civilian Strength End FY 1978	373.0
Delete from accounting civilians paid by German government	-3.6
Training Load and Support Reduction	-1.3
Korea withdrawal	-0.5
Reduce USAR management structure	-0.5
Realignment	-0.3
Receive authority to contract (CONUS)	-1.0
Okinawa transfers to USAF and USMC	-0.8
Reduce manning in depot maintenance and supply activities (reduction to balance funded orders)	-1.0
Transfers to USAF Real Property Maintenance	-0.3
Increase Reserve Component technician strength for increased combat readiness	+0.3
Civilianization	+0.8
Saudi Arabia construction	+0.7
End-FY 1979	365.4

- Navy

Active Military Strength End FY 1978	532.3
Naval support forces	-2.3
Trainee/Students	-5.7
Tactical squadron reduction	-0.2
Centrally Managed Communications	-1.2
Research and Development	-0.4
Base Operating Support	-1.2
Individual Training	-4.8
Personnel Support	-0.1
ASW and Fleet Air Defense requirements	+2.3
Amphibious force requirements	+1.4
Intelligence requirements	+0.2
Medical Support requirements	+0.4
Central Logistics	+0.1
Centralized Support Activities	+0.6
Personnel holding account	+0.2
Force Support Training	+0.1
End-FY 1979	521.7

Naval Reserve Strength End FY 1978	87.0
Disestablish Reserve HS Squadrons	-0.6
Shift from Paid Drill to IRR	-32.7
Disestablish Reserve VR (C-118) Squadrons	-2.3
End-FY 1979	51.4
Civilian Strength End FY 1978	296.5
Contract inactive ship maintenance facility	-0.2
Flight training and training base operations	-0.8
Reduced aircraft maintenance workload	-1.1
Contract real property maintenance	-0.8
All other	-0.8
Medical facilities operations and support	+0.3
TRIDENT Site	+0.5
Communications Civilianization	+0.2
End-FY 1979	293.8

- Marine Corps

Active Military Strength End FY 1978	191.5
Marine Barracks	-0.1
Other Base Operating Support	-0.2
Recruit training	-0.3
Specialized skill training	-0.1
Helicopter training consolidation	-0.1
Individuals-Students/Trainees	-2.4
Individuals-Transients	-0.4
Individuals-Personnel holding account	-0.1
Fleet Marine Force manning increase	+2.1
Functional transfer of base from Army	+0.1
End-FY 1979	190.0
Marine Corps Reserve Strength End FY 1978	32.8
Improved manning in ground combat units	+0.5
Improved manning in air combat units	+0.2
End-FY 1979	33.5
Civilian Strength End FY 1978	19.6
Functional transfer of base from Army	+0.5
End-FY 1979	20.1

- Air Force

Active Military Strength End FY 1978	570.8
Phase in Joint Surveillance System	-0.3
Adjust Specialized/Recruit Training	-0.8
Reduce transient account	-2.7
Terminate/transfer to ARF drone program	-0.8
Decrease tactical fighter training	-0.4
Modernize cryptologic activities	-0.9
Withdraw advisors to combat ready ARF units	-0.3
Inactivate one RF-4 Sq, Transfer one RF-4 Sq to ARF	-1.2
Air defense surveillance adjustments	-0.3
Phase out EC-121	-0.3
Inservice-to-contract conversions	-2.1
Net other changes	- .1
Increase undergraduate flying training	+1.6
Increase AWACS aircraft	+0.6
Enhance Tactical Air Control System	+0.4
Increase weapons range equipment/instrumentation	+0.4
Increase WRM/Munitions storage levels	+0.3
Increase tactical agressor training aircraft	+0.4
Tactical fighter readiness (conversion to new weapon systems - Ready Team)	+0.6
Increase chemical defensive equipment and training	+0.7
End-FY 1979	565.6
Air National Guard Strength End FY 1978	92.5
Decrease unit manning	-0.9
Increase non-prior service accessions	+1.0
Force modernization	+0.3
End-FY 1979	92.9
Air Force Reserve Strength End FY 1978	53.0
Force modernization	+0.6
Mobilization augmentees	+0.4
End-FY 1979	54.0

Air Force Civilian Strength End FY 1978	253.2
Delete from accounting civilians in Berlin paid by the German Government	-0.7
Specialized/Recruit training adjustment	-1.1
Conversion to contract	-3.9
Base operating support reductions	-0.3
Net other changes	-0.1
Air Reserve Force (ARF) structure changes (includes increased reconnaissance)	+0.8
Functional transfer and civilianization of San Antonio activities from Army	+0.5
Increase for Air Force Logistics Command FMS requirements	+0.5
Transfer Okinawa Support from Army	+0.3
End-FY 1979	249.2
- Defense Agencies	79.0
Defense Agency Civilian Strength End FY 1978	
Logistics workload	-0.4
Contract audit (DCAA)	+0.1
Civilian substitution (DIS)	+0.1
Expansion of Medical University (USUHS)	+0.2
End-FY 1979	79.0

D. Military Force Levels

The justification of Defense manpower requirements is necessarily based on the level of military forces established to meet US national security objectives. Details of force requirements may be found in the Annual Report of the Secretary of Defense.

The table on the following page is a summary of major force elements planned for Fiscal Years 1978 and 1979 compared to that which existed at the end of FY 1977.

Summary of Major Force Elements

	FY 77	FY 78	FY 79
Strategic			
ICBM/SLBM (UE) 1/	1,710	1,710	1,710
Bombers (UE)	382	376	376
Tankers (KC-135) (UE)			
Active	532	487	487
Guard/Reserve	83	126	128
Interceptor Squadrons			
Active	6	6	6
Guard/Reserve	10	10	10
Tactical/Mobility			
Land Forces			
Army Divisions			
Active	16	16	16
Guard	8	8	8
Army Separate Brigades/Regiments			
Active	9	9	9
Guard/Reserve	27	27	27
Marine Corps Divisions			
Active	3	3	3
Reserve	1	1	1
Tactical Air Forces			
Air Force Squadrons			
Active	91	93	92
Guard/Reserve	46	46	48
Navy Squadrons			
Active	91	86	82
Reserve	16	17	17
Marine Corps Squadrons			
Active	30	30	30
Reserve	8	8	8
Naval Forces 2/			
Carriers (active only)	13	13	13
Attack Submarines (active only)	74	75	77
Surface Combatants			
Active	155	160	167
Reserve	30	28	28
Amphibious Ships			
Active	62	64	65
Reserve	3	3	3
Patrol Craft (active only)	5	1	1
ASW Aircraft Squadrons			
Active	52	52	52
Reserve	17	17	13
Mobility Forces			
Airlift Squadrons			
Active	32	32	32
Guard/Reserve 3/	53	53	53
Sealift Ships			
Nucleus Fleet	72	70	72
Commercial Fleet	37	37	35

1/ Unit equipment.
2/ Excludes ships assigned to Strategic, RDT&E and Support Activities.
3/ Includes 17 strategic airlift Reserve associated squadrons.

Highlights of force changes programmed for FY 1979 are:

1. Strategic Forces:

- Air Force will begin the phased replacement of Semi-Automatic Ground Environment (SAGE) system with a combination of joint use USAF/FAA radars for emergency/wartime defense.

2. Tactical/Mobility

- Land Forces. The Army will improve the level of manning in its forces in NATO and in units with a NATO area reinforcing mission. Conversion to mechanized infantry of one division and elements of a second infantry division are programmed. The Marine Corps continues to make minor improvements in the readiness of its forces. Tank and anti-armor missile density is increased.

- Tactical Air Forces. The Air Force continues to enhance combat capability as additional F-15s, A-10s and F-4Gs replace older aircraft, and AWACS increases to 18 UE. Navy terminates the RA-5C airborne reconnaissance program.

- Naval Forces. Attack submarines increase by two as four nuclear submarines are added to the force, offset by the decommissioning of one diesel and one nuclear submarine. Surface combatant ships increase by seven, and one amphibious ship is added.

- Mobility Forces. Mobility Forces will be maintained at an essentially constant level through FY 1979.

E. Manpower Summary Tables

The tables which follow present military and civilian manpower by DPPC for the Defense Department as a whole and by military component.

DEPARTMENT OF DEFENSE ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	101.9	101.7	100.9	98.6
Offensive Strategic Forces	76.8	76.7	77.0	77.7
Defensive Strategic Forces	12.0	11.7	11.1	8.1
Strategic Control and Surveillance	13.1	13.3	12.8	12.8
Tactical/Mobility	940.8	957.4	968.3	975.3
Land Forces	552.5	558.9	569.1	570.3
Tactical Air Forces	171.8	180.6	179.8	183.8
Naval Forces	178.4	180.3	181.7	183.6
Mobility Forces	38.1	37.6	37.7	37.6
Auxiliary Activities	105.7	107.8	104.0	103.5
Intelligence	36.0	36.3	35.6	35.4
Centrally Managed Communications	31.9	31.9	30.4	30.1
Research and Development	27.3	29.5	28.1	28.1
Geophysical Activities	10.5	10.1	9.9	9.9
Support Activities	602.5	602.9	594.1	591.9
Base Operating Support	251.9	247.3	244.2	240.9
Medical Support	85.4	84.6	85.6	85.1
Personnel Support	29.4	29.1	28.9	28.9
Individual Training	98.0	96.9	89.5	90.9
Force Support Training	36.4	39.5	40.0	40.6
Central Logistics	18.5	19.8	20.0	20.0
Centralized Support Activities	41.2	44.2	44.4	44.0
Management Headquarters	39.2	38.6	38.6	38.6
Federal Agency Support	2.5	2.9	2.9	2.9
Subtotal-Force Structure Allowance	1,750.9	1,769.8	1,767.3	1,769.3
Individuals	322.7	298.9	281.7	282.6
Transients	81.4	76.1	72.4	70.6
Patients, Prisoners, and Holdees	15.2	13.7	13.7	13.2
Students, Trainees	212.7	196.0	182.6	185.7
Cadets	13.4	13.1	13.1	13.1
Total	2,073.6	2,068.8	2,049.0	2,052.0

Note: Detail may not add to totals due to rounding.

DEPARTMENT OF DEFENSE SELECTED RESERVE MILITARY MANPOWER REQUIREMENTS
(End Paid-Drill Strengths in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	20.1	23.4	23.1	23.2
Offensive Strategic Forces	9.0	13.6	13.6	13.6
Defensive Strategic Forces	10.4	9.1	8.8	8.9
Strategic Control and Surveillance	0.7	0.7	0.7	0.7
Tactical/Mobility	638.9	655.4	661.5	681.4
Land Forces	486.4	496.5	515.6	533.8
Tactical Air Forces	58.7	58.2	59.8	61.0
Naval Forces	48.9	54.8	40.6	40.6
Mobility Forces	44.9	45.9	45.5	46.0
Auxiliary Activities	18.0	15.9	12.0	12.1
Intelligence	3.8	2.5	-	-
Centrally Managed Communications	12.4	11.8	11.0	11.1
Research and Development	0.6	0.3	-	-
Geophysical Activities	1.2	1.3	1.0	1.0
Support Activities	105.0	94.9	79.1	82.6
Base Operating Support	33.0	26.8	22.2	22.9
Medical Support	10.2	9.6	8.9	9.5
Personnel Support	-	-	-	-
Individual Training	38.6	36.5	37.8	39.5
Force Support Training	2.6	2.2	-	-
Central Logistics	6.4	6.0	0.4	0.4
Centralized Support Activities	10.3	10.4	8.7	9.2
Management Headquarters	3.9	3.4	1.1	1.1
Federal Agency Support	*	*	-	-
Subtotal-Force Structure Allowance	782.0	789.6	775.7	799.3
Individuals	25.5	25.2	25.3	29.7
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	25.5	25.2	25.3	29.7
Cadets	-	-	-	-
Total	807.5	814.8	800.9	829.1

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

DEPARTMENT OF DEFENSE CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	10.4	12.1	12.4	12.3
Offensive Strategic Forces	4.1	5.8	6.3	6.6
Defensive Strategic Forces	4.1	4.1	4.1	3.7
Strategic Control and Surveillance	2.2	2.2	2.0	2.0
Tactical/Mobility	66.5	54.4	55.7	55.7
Land Forces	30.8	19.6	19.3	19.4
Tactical Air Forces	13.9	13.1	14.6	14.8
Naval Forces	0.7	0.8	0.9	0.9
Mobility Forces	21.1	20.9	20.9	20.6
Auxiliary Activities	101.1	99.3	98.5	98.4
Intelligence	8.1	8.1	8.0	8.1
Centrally Managed Communications	11.4	10.8	10.9	10.8
Research and Development	72.0	70.5	69.7	69.6
Geophysical Activities	9.6	9.9	9.9	9.9
Support Activities	844.2	855.1	840.7	841.2
Base Operating Support	307.7	310.6	302.2	301.3
Medical Support	40.9	41.9	42.1	42.2
Personnel Support	18.4	19.8	19.6	19.6
Individual Training	24.4	23.8	22.3	23.0
Force Support Training	4.9	5.4	4.2	4.2
Central Logistics	357.4	360.8	355.4	355.8
Centralized Support Activities	54.2	56.3	58.2	58.6
Management Headquarters	36.3	36.5	36.7	36.5
Federal Agency Support	*	*	*	*
Total	1,022.4	1,021.3	1,007.5	1,007.6

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

ARMY ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78 FY 79 Budget	FY 79 Budget	FY 80 Auth.
Strategic	0.4	0.6	0.4	0.4
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	*	*	*	*
Strategic Control and Surveillance	0.4	0.6	0.4	0.4
Tactical/Mobility	468.6	473.0	481.1	481.2
Land Forces	468.3	472.6	480.6	480.7
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	0.3	0.4	0.4	0.4
Auxiliary Activities	21.6	22.9	22.8	22.5
Intelligence	8.1	8.2	8.3	8.3
Centrally Managed Communications	7.2	7.4	7.2	7.1
Research and Development	6.1	7.1	7.1	7.1
Geophysical Activities	0.2	0.1	0.1	0.1
Support Activities	171.3	166.1	161.4	159.5
Base Operating Support	47.7	46.4	44.6	43.3
Medical Support	31.1	29.9	30.4	30.3
Personnel Support	13.0	12.3	12.2	12.2
Individual Training	45.2	41.5	38.8	38.5
Force Support Training	1.3	0.9	0.8	0.8
Central Logistics	7.8	7.8	7.9	7.8
Centralized Support Activities	15.4	18.1	17.7	17.4
Management Headquarters	9.6	9.0	9.0	9.0
Federal Agency Support	0.1	0.2	0.2	0.2
Subtotal-Force Structure Allowance	661.9	662.6	665.7	663.6
Individuals	119.8	111.6	106.0	107.5
Transients	27.1	23.9	22.6	20.1
Patients, Prisoners, and Holdees	6.3	5.0	4.9	4.9
Students, Trainees	82.0	78.5	74.2	78.1
Cadets	4.4	4.3	4.3	4.3
Total	781.8	774.2	771.7	771.1

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

NAVY ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	20.6	21.4	21.4	22.0
Offensive Strategic Forces	19.3	19.8	19.9	20.4
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	1.3	1.6	1.6	1.6
Tactical/Mobility	241.3	246.7	247.9	251.2
Land Forces	2.7	3.2	3.2	3.2
Tactical Air Forces	60.5	63.6	63.4	64.9
Naval Forces	177.8	179.7	181.0	182.9
Mobility Forces	0.3	0.3	0.3	0.3
Auxiliary Activities	25.5	26.9	25.5	25.3
Intelligence	8.6	8.6	8.8	8.7
Centrally Managed Communications	9.1	9.7	8.5	8.3
Research and Development	5.8	6.6	6.2	6.2
Geophysical Activities	2.0	2.0	2.0	2.0
Support Activities	134.5	146.1	141.1	141.6
Base Operating Support	45.7	49.6	48.4	48.6
Medical Support	21.7	22.3	22.7	22.5
Personnel Support	7.4	7.2	7.1	7.1
Individual Training	24.8	28.4	23.6	24.0
Force Support Training	12.7	13.9	14.0	14.1
Central Logistics	5.5	6.7	6.8	6.9
Centralized Support Activities	7.4	8.0	8.6	8.6
Management Headquarters	8.3	8.8	8.8	8.8
Federal Agency Support	1.0	1.1	1.1	1.1
Subtotal-Force Structure Allowance	421.9	441.0	435.9	440.1
Individuals	107.8	91.3	85.8	85.3
Transients	25.8	23.5	23.5	23.9
Patients, Prisoners, and Holdees	6.0	5.5	5.7	5.2
Students, Trainees	71.6	57.9	52.2	51.9
Cadets	4.4	4.4	4.4	4.4
Total	529.7	532.3	521.7	525.5

Note: Detail may not add to totals due to rounding.

MARINE CORPS ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80 Auth.
		FY 79 Budget		
Strategic	*	*	*	*
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	*	*	*	*
Tactical/Mobility	110.4	112.2	114.3	115.1
Land Forces	81.5	83.1	85.3	86.4
Tactical Air Forces	28.3	28.4	28.3	28.0
Naval Forces	0.6	0.6	0.7	0.7
Mobility Forces	-	-	-	-
Auxiliary Activities	1.8	1.6	1.6	1.6
Intelligence	1.0	0.7	0.7	0.7
Centrally Managed Communications	*	*	*	*
Research and Development	0.7	0.8	0.8	0.8
Geophysical Activities	*	*	*	*
Support Activities	42.8	41.8	41.1	41.0
Base Operating Support	21.3	20.1	20.0	20.0
Medical Support	-	-	-	-
Personnel Support	3.9	4.1	4.1	4.1
Individual Training	8.4	7.9	7.3	7.3
Force Support Training	2.3	2.7	2.7	2.7
Central Logistics	0.8	0.8	0.8	0.8
Centralized Support Activities	2.7	2.7	2.7	2.7
Management Headquarters	2.4	2.3	2.3	2.3
Federal Agency Support	1.2	1.3	1.3	1.3
Subtotal-Force Structure Allowance	155.0	155.6	157.0	157.7
Individuals	36.7	35.9	33.0	31.6
Transients	10.1	10.0	9.6	9.6
Patients, Prisoners, and Holdees	2.3	2.5	2.4	2.4
Students, Trainees	24.3	23.4	20.9	19.5
Cadets	-	-	-	-
Total	191.6	191.5	190.0	189.3

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

AIR FORCE ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	81.0	79.7	79.1	76.2
Offensive Strategic Forces	57.5	56.9	57.1	57.3
Defensive Strategic Forces	12.0	11.7	11.1	8.1
Strategic Control and Surveillance	11.4	11.1	10.8	10.8
Tactical/Mobility	120.4	125.4	125.1	127.8
Land Forces	-	-	-	-
Tactical Air Forces	83.0	88.6	88.1	90.9
Naval Forces	-	-	-	-
Mobility Forces	37.5	36.9	37.0	36.9
Auxiliary Activities	57.0	56.6	54.2	54.2
Intelligence	18.3	18.8	17.8	17.7
Centrally Managed Communications	15.6	14.8	14.7	14.7
Research and Development	14.7	15.0	14.0	14.0
Geophysical Activities	8.3	8.0	7.8	7.8
Support Activities	253.7	249.0	250.1	249.5
Base Operating Support	137.2	131.2	131.2	129.0
Medical Support	32.6	32.4	32.5	32.3
Personnel Support	5.1	5.5	5.5	5.5
Individual Training	19.6	19.1	19.8	21.1
Force Support Training	20.1	22.0	22.5	23.0
Central Logistics	4.4	4.5	4.5	4.5
Centralized Support Activities	15.7	15.4	15.4	15.3
Management Headquarters	18.9	18.5	18.5	18.5
Federal Agency Support	0.2	0.3	0.3	0.3
Subtotal-Force Structure Allowance	512.1	510.8	508.5	507.7
Individuals	58.3	60.0	57.1	58.4
Transients	18.4	18.7	16.7	17.0
Patients, Prisoners, and Holdees	0.6	0.7	0.7	0.7
Students, Trainees	34.8	36.2	35.3	36.2
Cadets	4.6	4.4	4.4	4.4
Total	570.5	570.8	565.6	566.1

Note: Detail may not add to totals due to rounding.

ARMY SELECTED RESERVE MANPOWER REQUIREMENTS (ARNG)
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	-	-	-	-
Offensive Strategic Forces				
Defensive Strategic Forces				
Strategic Control and Surveillance				
Tactical/Mobility	323.1	329.3	340.7	347.7
Land Forces	323.1	329.3	340.7	347.7
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
Auxiliary Activities	-	-	-	-
Intelligence				
Centrally Managed Communications				
Research and Development				
Geophysical Activities				
Support Activities	16.2	15.7	16.1	16.7
Base Operating Support	11.2	10.6	10.9	11.3
Medical Support	0.2	0.2	0.2	0.2
Personnel Support	-	-	-	-
Individual Training	4.8	4.9	5.1	5.2
Force Support Training	-	-	-	-
Central Logistics	-	-	-	-
Centralized Support Activities	-	-	-	-
Management Headquarters	-	-	-	-
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	339.4	345.1	356.9	364.5
Individuals	15.3	13.1	11.6	15.5
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	15.3	13.1	11.6	15.5
Cadets	-	-	-	-
Total	354.7	358.2	368.5	380.0

Note: Detail may not add to totals due to rounding.

ARMY SELECTED RESERVE MANPOWER REQUIREMENTS (USAR)
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	-	-	-	-
Offensive Strategic Forces				
Defensive Strategic Forces				
Strategic Control and Surveillance				
Tactical/Mobility	140.5	141.6	149.0	160.2
Land Forces	140.5	141.6	149.0	160.2
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
Auxiliary Activities	-	-	-	-
Intelligence				
Centrally Managed Communications				
Research and Development				
Geophysical Activities				
Support Activities	45.4	45.5	46.8	49.4
Base Operating Support	6.9	7.0	7.2	7.5
Medical Support	7.1	7.1	7.0	7.6
Personnel Support	-	-	-	-
Individual Training	31.4	31.4	32.7	34.3
Force Support Training	-	-	-	-
Central Logistics	-	-	-	-
Centralized Support Activities	-	-	-	-
Management Headquarters	-	-	-	-
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	185.9	187.0	195.8	209.6
Individuals	3.5	4.2	4.8	5.4
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	3.5	4.2	4.8	5.4
Cadets	-	-	-	-
Total	189.4	191.3	200.6	215.0

NOTE: Detail may not add to totals due to rounding.

NAVAL SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79 Budget	FY 80 Auth.
		FY 79		
Strategic	0.5	0.5	0.5	0.5
Offensive Strategic Forces	0.5	0.5	0.5	0.5
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	-	-	-	-
Tactical/Mobility	55.7	64.9	49.9	49.9
Land Forces	2.6	3.9	3.7	3.7
Tactical Air Forces	3.3	5.2	4.6	4.6
Naval Forces	48.9	54.8	40.6	40.6
Mobility Forces	1.0	1.0	1.0	1.0
Auxiliary Activities	6.6	4.1	-	-
Intelligence	3.8	2.5	-	-
Centrally Managed Communications	2.0	1.0	-	-
Research and Development	0.6	0.3	-	-
Geophysical Activities	0.2	0.3	-	-
Support Activities	26.7	16.5	-	-
Base Operating Support	11.0	5.2	-	-
Medical Support	1.4	0.6	-	-
Personnel Support	-	-	-	-
Individual Training	2.4	0.2	-	-
Force Support Training	0.9	0.5	-	-
Central Logistics	6.0	5.6	-	-
Centralized Support Activities	2.0	2.2	-	-
Management Headquarters	2.9	2.3	-	-
Federal Agency Support	*	*	-	-
Subtotal-Force Structure Allowance	89.5	86.0	50.4	50.4
Individuals	0.7	1.0	1.0	1.0
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	0.7	1.0	1.0	1.0
Cadets	-	-	-	-
Total	90.2	87.0	51.4	51.4

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

MARINE CORPS SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	-	-	-	-
Offensive Strategic Forces				
Defensive Strategic Forces				
Strategic Control and Surveillance				
Tactical/Mobility	27.5	29.5	30.2	30.2
Land Forces	20.2	21.7	22.2	22.2
Tactical Air Forces	7.3	7.8	8.0	8.0
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
Auxiliary Activities	-	-	-	-
Intelligence				
Centrally Managed Communications				
Research and Development				
Geophysical Activities				
Support Activities	-	-	-	-
Base Operating Support				
Medical Support				
Personnel Support				
Individual Training				
Force Support Training				
Central Logistics				
Centralized Support Activities				
Management Headquarters				
Federal Agency Support				
Subtotal-Force Structure Allowance	27.5	29.5	30.2	30.2
Individuals	3.4	3.3	3.3	3.3
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	3.4	3.3	3.3	3.3
Cadets	-	-	-	-
Total	31.0	32.8	33.5	33.5

NOTE: Detail may not add to totals due to rounding.

AIR FORCE SELECTED RESERVE MANPOWER REQUIREMENTS (ANGUS)
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	17.8	20.6	20.7	20.9
Offensive Strategic Forces	7.3	11.3	11.2	11.2
Defensive Strategic Forces	9.8	8.6	8.8	8.9
Strategic Control and Surveillance	0.7	0.7	0.7	0.7
Tactical/Mobility	57.8	55.5	56.3	57.8
Land Forces	-	-	-	-
Tactical Air Forces	42.9	39.8	41.0	41.9
Naval Forces	-	-	-	-
Mobility Forces	15.0	15.6	15.3	15.8
Auxiliary Activities	10.9	11.3	11.5	11.6
Intelligence	-	-	-	-
Centrally Managed Communications	10.4	10.8	11.0	11.1
Research and Development	-	-	-	-
Geophysical Activities	0.5	0.5	0.5	0.5
Support Activities	3.8	3.5	1.8	1.9
Base Operating Support	0.3	0.4	0.4	0.4
Medical Support	-	-	-	-
Personnel Support	-	-	-	-
Individual Training	-	-	-	-
Force Support Training	1.7	1.7	-	-
Central Logistics	-	-	-	-
Centralized Support Activities	1.8	1.4	1.4	1.5
Management Headquarters	-	-	-	-
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	90.3	90.9	90.3	92.2
Individuals	1.5	1.6	2.6	2.5
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	1.5	1.6	2.6	2.5
Cadets	-	-	-	-
Total	91.8	92.5	92.9	94.6

Note: Detail may not add to totals due to rounding.

AIR FORCE SELECTED RESERVE MANPOWER REQUIREMENTS (USAFR)
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80 Auth.
		FY 79 Budget		
Strategic	1.7	2.3	1.9	1.9
Offensive Strategic Forces	1.2	1.8	1.9	1.9
Defensive Strategic Forces	0.6	0.5	-	-
Strategic Control and Surveillance	-	-	-	-
Tactical/Mobility	34.1	34.7	35.5	35.7
Land Forces	-	-	-	-
Tactical Air Forces	5.2	5.4	6.2	6.5
Naval Forces	-	-	-	-
Mobility Forces	28.9	29.3	29.2	29.2
Auxiliary Activities	0.5	0.5	0.5	0.5
Intelligence	-	-	-	-
Centrally Managed Communications	-	-	-	-
Research and Development	-	-	-	-
Geophysical Activities	0.5	0.5	0.5	0.5
Support Activities	13.0	13.5	14.1	14.5
Base Operating Support	3.6	3.6	3.7	3.7
Medical Support	1.5	1.7	1.7	1.7
Personnel Support	-	-	-	-
Individual Training	-	-	-	-
Force Support Training	-	-	-	-
Central Logistics	0.4	0.4	0.4	0.4
Centralized Support Activities	6.5	6.8	7.3	7.7
Management Headquarters	1.0	1.1	1.1	1.1
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	49.3	51.0	52.0	52.6
Individuals	1.1	2.0	2.0	2.0
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	1.1	2.0	2.0	2.0
Cadets	-	-	-	-
Total	50.4	53.0	54.0	54.6

Note: Detail may not add to totals due to rounding.

ARMY CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79 FY 79 Budget	FY 80 Auth.
Strategic	0.5	0.3	0.1	0.1
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	0.1	-	-	-
Strategic Control and Surveillance	0.4	0.3	0.1	0.1
Tactical/Mobility	33.3	22.3	22.0	22.1
Land Forces	30.8	19.6	19.3	19.4
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	2.5	2.7	2.7	2.7
Auxiliary Activities	25.7	25.3	25.4	25.3
Intelligence	1.8	1.8	1.8	1.9
Centrally Managed Communications	3.1	2.9	2.9	2.9
Research and Development	20.8	20.5	20.6	20.5
Geophysical Activities	-	-	-	-
Support Activities	312.1	325.2	317.8	318.4
Base Operating Support	131.6	138.0	133.2	132.9
Medical Support	24.1	24.7	24.6	24.7
Personnel Support	6.9	7.2	7.2	7.2
Individual Training	13.7	13.0	12.1	12.3
Force Support Training	1.1	1.5	0.9	0.9
Central Logistics	92.4	96.4	94.1	94.4
Centralized Support Activities	28.5	30.7	32.2	32.4
Management Headquarters	13.7	13.5	13.6	13.6
Federal Agency Support	-	-	-	-
Total	371.6	373.0	365.4	365.7

Note: Detail may not add to totals due to rounding.

NAVY CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80 Auth.
		FY 79 Budget		
Strategic	1.9	2.3	2.8	3.0
Offensive Strategic Forces	1.5	1.9	2.4	2.6
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	0.4	0.4	0.4	0.4
Tactical/Mobility	5.3	5.7	5.8	5.8
Land Forces	-	-	-	-
Tactical Air Forces	0.1	0.1	0.1	0.1
Naval Forces	0.7	0.8	0.9	0.9
Mobility Forces	4.5	4.8	4.8	4.8
Auxiliary Activities	40.0	38.4	38.0	38.0
Intelligence	1.6	1.6	1.6	1.6
Centrally Managed Communications	3.5	3.2	3.3	3.3
Research and Development	33.6	32.3	31.8	31.8
Geophysical Activities	1.3	1.3	1.3	1.3
Support Activities	250.8	250.1	247.2	248.0
Base Operating Support	65.1	64.2	62.6	62.6
Medical Support	9.5	9.6	9.9	9.9
Personnel Support	0.8	1.3	1.3	1.3
Individual Training	4.4	4.4	4.2	4.2
Force Support Training	1.4	1.4	1.4	1.4
Central Logistics	152.7	152.8	151.3	152.2
Centralized Support Activities	8.6	7.8	7.8	7.9
Management Headquarters	8.3	8.6	8.7	8.5
Federal Agency Support	-	-	-	-
Total	298.0	296.5	293.8	294.8

Note: Detail may not add to total due to rounding.

MARINE CORPS CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	-	-	-	-
Offensive Strategic Forces				
Defensive Strategic Forces				
Strategic Control and Surveillance				
Tactical/Mobility	-	-	-	-
Land Forces				
Tactical Air Forces				
Naval Forces				
Mobility Forces				
Auxiliary Activities	-	-	-	-
Intelligence				
Centrally Managed Communications				
Research and Development				
Geophysical Activities				
Support Activities	19.6	19.6	20.1	20.1
Base Operating Support	14.6	14.6	15.1	15.1
Medical Support	-	-	-	-
Personnel Support	0.1	0.2	0.2	0.2
Individual Training	0.2	0.3	0.2	0.2
Force Support Training	*	*	*	*
Central Logistics	2.7	2.7	2.7	2.7
Centralized Support Activities	1.3	1.2	1.2	1.2
Management Headquarters	0.6	0.6	0.6	0.6
Federal Agency Support	-	-	-	-
Total	19.6	19.6	20.1	20.1

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

AIR FORCE CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	7.5	9.0	9.1	8.7
Offensive Strategic Forces	2.6	3.9	3.9	4.0
Defensive Strategic Forces	4.0	4.1	4.1	3.7
Strategic Control and Surveillance	0.9	1.0	1.0	1.0
Tactical/Mobility	27.9	26.4	27.9	27.9
Land Forces	-	-	-	-
Tactical Air Forces	13.8	13.0	14.5	14.7
Naval Forces	-	-	-	-
Mobility Forces	14.1	13.4	13.4	13.1
Auxiliary Activities	24.9	25.0	24.4	24.3
Intelligence	2.3	2.3	2.2	2.2
Centrally Managed Communications	4.1	4.0	4.0	3.9
Research and Development	17.4	17.5	17.1	17.1
Geophysical Activities	1.0	1.1	1.1	1.1
Support Activities	195.1	192.8	187.9	186.9
Base Operating Support	90.3	87.8	85.3	84.7
Medical Support	7.3	7.6	7.6	7.6
Personnel Support	0.9	1.3	1.3	1.3
Individual Training	5.9	5.7	5.3	5.6
Force Support Training	2.4	2.6	1.9	1.9
Central Logistics	68.8	67.6	66.3	65.5
Centralized Support Activities	10.4	11.0	11.1	11.2
Management Headquarters	9.1	9.2	9.2	9.2
Federal Agency Support	*	*	*	*
Total	255.3	253.2	249.2	247.7

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

DEFENSE AGENCIES CIVILIAN 1/ MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80 Auth.
		FY 79 Budget		
Strategic	0.5	0.5	0.5	0.5
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	0.5	0.5	0.5	0.5
Tactical/Mobility	-	-	-	-
Land Forces				
Tactical Air Forces				
Naval Forces				
Mobility Forces				
Auxiliary Activities	10.5	10.8	10.8	10.8
Intelligence	2.4	2.4	2.4	2.4
Centrally Managed Communications	0.7	0.7	0.7	0.7
Research and Development	0.2	0.2	0.2	0.2
Geophysical Activities	7.3	7.5	7.5	7.5
Support Activities	66.8	67.6	67.6	67.8
Base Operating Support	6.1	6.0	6.0	6.0
Medical Support	*	*	*	*
Personnel Support	9.7	9.7	9.6	9.6
Individual Training	0.2	0.4	0.5	0.7
Force Support Training	-	-	-	-
Central Logistics	40.8	41.3	41.0	41.0
Centralized Support Activities	5.4	5.6	5.9	5.9
Management Headquarters	4.6	4.6	4.6	4.6
Federal Agency Support	-	-	-	-
Total	77.9	79.0	79.0	79.2

Note: Detail may not add to totals due to rounding.

1/ NSA manpower is excluded due to security reasons.

*Fewer than 50.

CHAPTER III

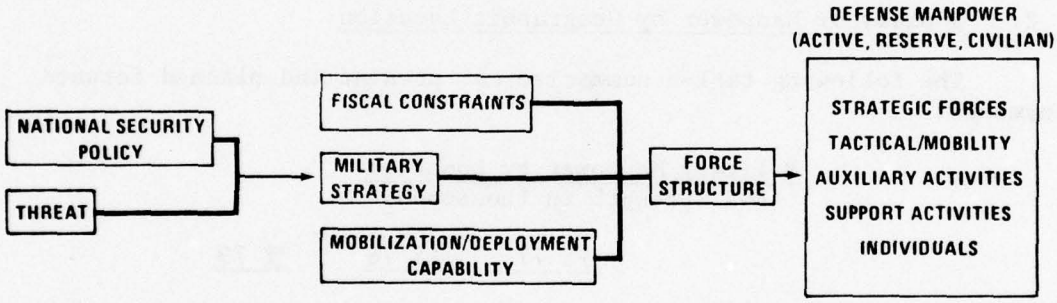
MANPOWER AND US NATIONAL SECURITY

A. National Security Objectives and Policy

The basic national security objective is to preserve the United States as a free nation with its fundamental institutions and values intact. This involves assuring the physical security of the United States and maintaining an international environment in which US interests are protected. Achieving this objective is dependent upon the ability to influence international affairs from a position of recognized strength, to fight when necessary, and to terminate conflicts on terms compatible with US national security interests. To those ends, strong and capable armed forces are essential. A more detailed and comprehensive statement of the objectives of American foreign policy and the way in which defense policies and strategy support their attainment can be found in the Secretary of Defense's Annual Report to Congress for FY 1979.

B. Force Structure

The Defense manpower program is related to national security policy as shown in the following diagram.



Defense manpower comprises active and reserve military and civilian personnel. The size of the manpower program is based on the forces required to execute our military strategy. The size of the force structure is also affected by fiscal constraints and our capability to mobilize and deploy forces in the event of war. Military strategy is based on national security policy and the threat, both of which are described in detail in the Annual Report of the Secretary of Defense for FY 1979.

The force structure for FY 1979 continues to be based on DoD's "total force" policy. This policy recognizes that all units in the force structure contribute to our success in wartime. In structuring our forces, units are placed in the Reserve Components whenever feasible to maintain as small a peacetime force as national security policy and our military strategy permit. Active units are those forces needed for a contingency not involving mobilization; for early deployment in a major

war before Reserve Components units can be deployed; for forward deployment in peacetime; and to act as a deterrent against major conflict. Units in the Reserve Components are available upon mobilization to bring the total force to its required combat capability. These reserve forces must also be responsive to call-up for limited periods without a declaration of war or national emergency.

C. Force Deployments

1. Forward Deployments

The deployment of US forces outside of the United States is an integral part of US national security policy. Specifically, we maintain forward deployments of our forces in regions most vital to US interests to:

- Deter aggression by demonstrating to potential enemies and to our allies the US resolve to honor its major commitments;

- Enable the United States to assist our allies in the event they are attacked;

- Provide the President with the flexibility for prompt response to contingencies.

2. Summary of Manpower by Geographic Location

The following tables summarize our present and planned forward deployments.

Military Manpower by Location
(End Strength in Thousands)

	FY 77	FY 78	FY 79
US Territories and Possessions	1,613.2	1,602.9	1,581.4
(Afloat)	(152.4)	(145.0)	(149.1)
Foreign Countries:			
Western and Southern Europe	316.7	327.1	331.6
East Asia and Pacific	134.5	130.1	127.5
Other Countries and Areas	9.2	8.7	8.5
Subtotal Foreign Countries	456.7	466.0	467.6
(Afloat)	(64.6)	(57.6)	(58.1)
Total Military Manpower	2,073.6	2,068.8	2,049.0

Note: Detail may not add to totals due to rounding.

3. European Deployments

The total manpower programmed for Europe continues to increase through FY 1979. The Army increases from FY 1977 reflect additions in Europe consisting of increased artillery, electronic warfare, missile maintenance and chemical defensive units. In addition, selected forward deployed units will be manned at a higher level. Air Force increases from FY 1977 include increases for nuclear security, conversion to new aircraft, TACS and support for chemical warfare defensive equipment.

In addition to these force improvements, the Department will initiate expansion of Prepositioning of Material Configured to Unit Sets (POMCUS) during FY 1979. This will increase the capability to rapidly deploy reinforcements to NATO.

The following table displays, by Service, the military manpower deployed to Western and Southern Europe:

Deployed Military Manpower
Western and Southern Europe
(End Strengths in Thousands)

	FY 77	FY 78	FY 79
Army	199.9	208.4	210.9
Navy	39.3	39.3	39.8
(Afloat)	(27.2)	(26.3)	(26.6)
Marine Corps	5.7	3.1	3.1
(Afloat)	(4.6)	(2.0)	(2.0)
Air Force	71.9	76.3	77.8
TOTAL	316.7	327.1	331.6
(Afloat)	(31.8)	(28.3)	(28.6)

4. East Asia and Pacific Deployments

The US plans to withdraw its ground combat forces from Korea over the next four to five years. The principal unit to be withdrawn is the Army's 2nd Infantry Division. One brigade of the Division will be withdrawn by the end of the first quarter, FY 1979 (December 31, 1978). The remaining two brigades and the Division Headquarters will remain in Korea until the end of the withdrawal period.

The Air Force is increasing its manpower in the Western Pacific in FY 1979, due primarily to force structure changes. There are no plans to change the deployment of other combat forces in the East Asia and Pacific area. There will, however, be some realignment of Army support forces in the area.

The following table displays, by Service, the military manpower deployed in the Western Pacific area.

Deployed Military Manpower
East Asia and Pacific
(End Strengths in Thousands)

	FY 77	FY 78	FY 79
Army	35.3	35.1	31.1
Navy	41.3	39.1	39.3
(Afloat)	(26.8)	(25.5)	(25.7)
Marine Corps	27.3	24.8	24.8
(Afloat)	(4.0)	(2.7)	(2.7)
Air Force	30.6	31.1	32.2
TOTAL	134.5	130.1	127.5
(Afloat)	(30.8)	(28.2)	(28.5)

5. Other Deployments

Deployments outside Western and Southern Europe and the East Asia and Pacific Area include naval activities in Bermuda for operation and support of patrol aircraft covering the central Atlantic area, USAF Southern Air Division (TAC) in the Panama Canal Zone, and naval forces deployed to the Indian Ocean. Most of the remaining deployed manpower is allocated to small Military Assistance Groups and diplomatic missions.

CHAPTER IV

STRATEGIC

A. Introduction

Strategic Forces consist of those nuclear offensive, defensive, and control and surveillance forces that are intended to deter nuclear attack, enhance deterrence of conventional attack and, if necessary, respond to strategic attack. To fulfill these objectives in strategic force planning, we strive to maintain a reliable strategic force, placing emphasis on measures that both enhance survivability and assure our ability to penetrate defenses. In addition, we seek to provide reliable early warning capabilities to minimize the likelihood and consequences of surprise, and to provide an effective and reliable command and control system for all strategic forces.

Included in this category are the strategic bomber and tanker aircraft of the Air Force, the ICBM and SLBM missiles and launcher systems of the Air Force and Navy, and the air defense interceptor forces and associated ground environment systems of the Air Force. Also included in this category are the aircraft, airborne command control and communications, and ground environment systems operated by the Air Force to provide a comprehensive warning and command and control capability.

B. Strategic Manpower

The following table displays Strategic manpower:

Strategic Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active			
Offensive Strategic	76.8	76.7	77.0
Defensive Strategic	12.0	11.7	11.1
Strategic Control and Surveillance	13.1	13.3	12.8
Total DoD	101.9	101.7	100.9
Reserve Components			
Offensive Strategic	9.0	13.6	13.6
Defense Strategic	10.4	9.1	8.8
Strategic Control and Surveillance	0.7	0.7	0.7
Total DoD	20.1	23.4	23.1
Civilian			
Offensive Strategic	4.1	5.8	6.3
Defensive Strategic	4.1	4.1	4.1
Strategic Control and Surveillance	2.2	2.2	2.0
Total DoD	10.4	12.1	12.4

Note: Detail may not add to totals due to rounding.

C. Offensive Strategic Forces

To achieve a strong deterrent posture the US maintains a well-diversified mix of offensive strategic forces consisting of land-based ICBMs, sea-based SLBMs, and manned bombers with their supporting communications systems. Offensive Strategic Forces are displayed in the following table:

Offensive Strategic Forces

	FY 77	FY 78	FY 79
Bombers (UE)[1/]:			
B-52	316	316	316
FB-111	66	60	60
Tankers (UE):			
KC-135			
Active Force	532	487	487
Air Reserve Components 2/	83	128	128
Missiles (UE):			
Titan II	54	54	54
Minuteman	1000	1000	1000
Polaris/Poseidon	656	656	656
Ballistic Missile Submarines (SSBN)	41	41	41
Submarine Tenders (AS)	5	5	5
Missile Test Ship	1	1	1

1/ Unit equipment.
2/ 32 KC-97 aircraft were also authorized in FY 1977

The following table displays Offensive Strategic Forces manpower:

Offensive Strategic Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	76.8	76.7	77.0
Reserve Components	9.0	13.6	13.6
Civilian	4.1	5.8	6.3

Active military manpower decreases in the Air Force in FY 1978 due to the continued transfer of KC-135 aircraft to the reserve forces, reductions in the manning of Minuteman ICBM launch crews, and improved efficiency in non-nuclear security elements. These reductions are essentially offset by an increase in Navy TRIDENT submarine requirements. The increased level in FY 1979 reflects Air Force increases in Minuteman missile security and maintenance and test support for the air launched cruise missile (ALCM).

The increase in Reserve Components manpower in FY 1978 is due to the continued transfer of KC-135 aircraft from the active forces.

The increase in civilian manpower partially reflects the requirement to provide Air Reserve Force technicians to support the KC-135 aircraft being transferred to the Air Reserve Forces. These civilian technicians

are also members of the Selected Reserve and are included in the Reserve Component strengths. Navy civilian manpower increases due to growth in the TRIDENT program.

D. Defensive Strategic Forces

Defensive Strategic Forces include the aircraft and radars used for surveillance and control of US airspace as well as the civil defense function.

1. Air Defense

The US interceptor force consists of six active and five ANGUS F-106 squadrons, three ANGUS F-101 squadrons and two ANGUS F-4 squadrons, augmented by Tactical Air Command (TAC) F-4 units. These aircraft operate in the United States from peacetime alert sites. Active Air Force tactical F-4 squadrons in Alaska and Iceland and Army Tactical/Mobility Forces Nike-Hercules and HAWK batteries maintained in Alaska and Florida also provide air defense. In addition, to enhance our air defense capability in crisis situations, the Air Force will provide the equivalent of one F-15 wing for CONUS air defense.

The Perimeter Acquisition Radar Characterization System (PARCS) remains fully operational in support of the NORAD attack assessment mission. Responsiblity for its operation was transferred from the Army to the Air Force as of 1 October 1977.

2. Civil Defense

The two key elements of the US civil defense program for the protection of the US population in the event of a nuclear attack are:

- development of plans for relocation of population from high risk areas near key military installations and from major metropolitan areas, and

- protection of the entire population from nuclear fallout.

About 1,200 military reservists are assigned for emergency planning and operations to Federal, State and local civil defense offices.

Defensive Strategic Forces are displayed in the following table:

Defensive Strategic Forces

	FY 77	FY 78	FY 79
Air Defense			
Interceptor Squadrons			
Active (F-106)	6	6	6
ANGUS (F-101, F-106, F-4)	10	10	10
Def Sys Eval Sqdn (Active and ANGUS)	3	2	2
Control Centers	11	10	10
Airborne EC-121 Squadron (USAFR)	1	1	-
Ground Radars	71	71	62
DEW Radars 1/	31	31	31

1/ Includes 21 non-USAF radars

Manpower required for Defensive Strategic Forces is shown in the following table:

Defensive Strategic Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	12.0	11.7	11.1
Reserve Components	10.4	9.1	8.8
Civilian	4.1	4.1	4.1

The active military reductions in FY 1978 and FY 1979 are due to the phase out of one manual NORAD control center, inactivation of the USAFR EC-121 squadron and the phased implementation of the Joint Surveillance System. Air Force Reserve manpower is also reduced due to the phasing out of EC-121 aircraft.

E. Strategic Control and Surveillance Forces

Strategic Control and Surveillance Forces provide warning to the United States of impending attacks by enemy ICBMs. These forces also provide command and control facilities to the National Command Authority. Aircraft used for this purpose include SR-71s, EC-135 Post Attack Command and Control System Aircraft and E-4A National Emergency Airborne Command Post aircraft. There are also numerous ground environment activities, including the NORAD Combat Operations Center.

1. Ballistic Missile Defense

In accordance with FY 1976 Congressional direction, operation of the SAFEGUARD System has been terminated. The missile radar has been inactivated and the interceptor missiles and warheads removed.

We continue R&D on all types of missile defense at a pace adequate to maintain the technological base and to preserve options to meet potential future requirements.

2. Ballistic Missile Attack Warning and Space Systems

The Satellite Early Warning system, the Ballistic Missile Early Warning System and the SLBM detection radars will continue to be relied on for warning of missile attacks. Surveillance of satellites and orbiting objects will be provided primarily by four radar sensors and five optical sensors. Additional SPACETRACK coverage is provided by the missile warning radars as a secondary mission.

Information essential to understanding foreign space activity will continue to be provided by the existing USAF SPACETRACK systems and the Navy's SPASUR system, both of which are tied into NORAD and supported by the Space Defense Center for continuous monitoring of foreign and US space activities.

3. Command and Control

The strategic command and control system assures the President continuous control of our nuclear forces. The Advanced Airborne Command Post program, initiated in FY 1973, will be continued. In addition, development will continue on other programs to ensure that our command and control system will be able to perform its mission in the future.

Strategic Control and Surveillance Forces are shown in the following table:

Strategic Control and Surveillance Forces

	FY 77	FY 78	FY 79
Space Surveillance Forces			
Radar Sensors/Systems	11	11	10
Optical Sensors	4	4	5
Strategic Command and Control			
National Level Command Centers	3	3	3
Major Subordinate Level Command Centers	15	15	15
Major Communications Systems	12	15	15
Ballistic Missile Warning			
Missile Warning Satellites/Ground Stations	3/2	3/2	3/2
Radars	9	9	8

Manpower associated with Strategic Control and Surveillance Forces is shown below:

Strategic Control and Surveillance Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	13.1	13.3	12.8
Reserve Components	0.7	0.7	0.7
Civilians	2.2	2.2	2.0

The FY 1979 changes in active military manpower result from a series of actions including phase out and replacement of conventional radars.

F. Strategic Forces Deployments

The following table shows that, except for our sea-based SLBMs, US strategic forces are primarily located in CONUS.

END FY 79 STRATEGIC FORCES

UNIT	LOCATION	MISSION
OFFENSIVE		
AIR FORCE		
Active		
1054 ICBM	CONUS	
24 Bomber Squadrons (B-52/FB-111)	1 Guam 23 CONUS	
30 Tanker Squadrons (KC-135)	1 Japan 29 CONUS	Deter nuclear attack against the US and its allies, our military forces, and bases. If deterrence should fail, support measures aimed at early war termination at the lowest possible level of conflict on terms acceptable to the US and its allies.
ANGUS		
13 Tanker Squadrons (KC-135)	CONUS	
USAFR		
3 Tanker Squadrons (KC-135)	CONUS	
NAVY		
Active		
41 SSBNs and 5 Submarine Tenders	Charleston, S.C. Holy Loch, Scotland Guam, and Kings Bay, Georgia	
Reserve		
6 Submarine Tender Augmentation Units	CONUS	

DEFENSIVE

AIR FORCE		
Active		
6 Interceptor Squadrons	CONUS	Airspace Surveillance and control
1 Defense Sys Eval Squadron (EB-57)	CONUS	Defense systems evaluation & ECM training.
ANGUS		
10 Interceptor Squadrons (F-4, F-101, F-106)	CONUS	Airspace surveillance and control.
1 Def Sys Eval Squadrons (EB-57)	CONUS	Defense systems evaluation & ECM training.

G. FY 1980 Strategic Forces Manpower Requirements

The following table compares manpower requirements for Strategic Forces in FY 1979 and FY 1980.

Strategic Forces Manpower
(End Strength in Thousands)

	Active		Reserve Components		Civilian	
	FY 79	FY 80	FY 79	FY 80	FY 79	FY 80
Offensive Strategic	77.0	77.7	13.6	13.6	6.3	6.6
Defensive Strategic	11.1	8.1	8.8	8.9	4.1	3.7
Strategic Control and Surveillance	12.8	12.8	0.7	0.7	2.0	2.0
Total DoD	100.9	98.6	23.1	23.2	12.4	12.3

Note: Detail may not add to totals due to rounding.

CHAPTER V

TACTICAL/MOBILITY

A. Introduction

Forces in the Tactical/Mobility category are designed and equipped to deter conflicts through a visible capability to resist aggression against any country or area vital to our interests. Inherent in these forces is the capability to conduct military operations at any level of warfare. These forces consist of Land Forces of the Army and Marine Corps, Tactical Air Forces of the Air Force, Navy, and Marine Corps as well as Naval Forces and Mobility Forces.

Included in this category are the Army's combat divisions, separate combat brigades, regiments and tactical support units. Marine units in this category include not only their combat divisions, but also air wings and ship security detachments. Air Force units in this category include fighter, reconnaissance and special operations squadrons as well as both tactical and strategic airlift forces. The bulk of Navy manpower in this category is devoted to Naval Forces for ship manning requirements, including a significant element for operation of aircraft carriers and associated air wings.

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The following table displays Tactical/Mobility manpower by sub-category.

Tactical/Mobility Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active			
Land Forces	552.5	558.9	569.1
Tactical Air Forces	171.8	180.6	179.8
Naval Forces	178.4	180.3	181.7
Mobility Forces	38.1	37.6	37.7
Total DoD	940.8	957.4	968.3
Reserve Components			
Land Forces	484.4	496.5	515.6
Tactical Air Forces	58.7	58.2	59.8
Naval Forces	48.9	54.8	40.6
Mobility Forces	44.9	45.9	45.5
Total DoD	638.9	655.4	661.5
Civilian			
Land Forces	30.8	19.6	19.3
Tactical Air Forces	13.9	13.1	14.6
Naval Forces	0.7	0.8	0.9
Mobility Forces	21.1	20.9	20.9
Total DoD	66.5	54.4	55.7

Note: Detail may not add to totals due to rounding.

B. Land Forces - Forces, Manpower, Capabilities, and Missions

1. Summary of Forces and Manpower

The following tables summarize Land Forces and manpower. Reserve Component forces provide a significant portion of these manpower intensive forces.

Land Force Levels

	FY 77	FY 78	FY 79
Army			
Divisions (Brigades)			
Active 1/			
Deployed	5(18)	5(18)	5(17)
CONUS/Hawaii	11(28)	11(28)	11(29)
Reserve Components	8(24)	8(24)	8(24)
TOTAL	24(70)	24(70)	24(70)
Separate Brigades			
Active			
Deployed	2	2	2
CONUS/Alaska	3	3	3
Reserve Components 2/	23	23	23
TOTAL	28	28	28
Cavalry Units			
Active			
Deployed	2	2	2
CONUS	2	2	2
Reserve Components	4	4	4
TOTAL	8	8	8
Marine Corps Divisions			
Active			
Deployed	1	1	1
CONUS	2	2	2
Reserve Components	1	1	1
TOTAL	4	4	4

1/ In FY 1979, ten Army divisions have three active brigades each; four Army divisions have two active and one reserve "round out" brigade each; two Army divisions have four active brigades each.

2/ Includes four reserve brigades that round out active divisions; excludes one infantry brigade provided for school support.

Land Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	552.5	558.9	569.1
Reserve Components	486.4	496.5	515.6
Civilian	30.8	19.6	19.3

The increases in Land Forces manpower reflect improvements in the manning levels of forward deployed units of NATO and units with a NATO reinforcement mission. The Reserve Components manpower represents the best estimates of recruiting and retention capabilities. Details are in the Army chapter.

2. Capabilities of Land Forces

Land Forces are divided into two subcategories: Division Forces and Theater Forces. Division Forces comprise the combat divisions, brigades, regiments, and the additional combat and tactical support units required in the theater of operations to sustain combat operations of the divisions. Division Forces provide the bulk of land combat power in the potential theaters of major warfare. Theater Forces comprise the combat and support units required in the theater of operations to accomplish missions other than conventional land combat such as air defense and long-range tactical nuclear firepower (surface-to-surface missiles). Theater Forces, as defined above, are unique to the Army for reasons of mission and organization.

a. Army Division Forces

(1) The division is the basic combat organization of the Army. It includes under a single commander all combat arms (infantry, armor, artillery, engineer and aviation) and some of the support (signal, supply, transportation, maintenance, and administration) required to fight a battle. The Army division includes from nine to eleven maneuver battalions and four artillery battalions. There are several types of Army divisions and each is designed for a particular role on the battlefield. The strength of the division varies according to type as shown in the following table.

Characteristics of Model Army Divisions

Type Division	Objective Mix of Maneuver Battalions Inf	Mech	Tank	Total	Auth Wartime Strength	Remarks
Armored	-	5	6	11	17,800	Mobile defense or attack
Mechanized	-	6	5	11	18,000	Mobile defense or attack
Infantry	8	1	1	10	17,800	All-around capability against light forces
Airborne	9	-	1	10	16,200	Parachute assault; strategic mobility
Air Assault	9	-	-	9	18,400	Battlefield mobility chiefly against light forces

(2) The division cannot operate alone in the theater of war; additional combat units and support units are necessary to allow it to operate at its intended level of combat power. These additional units, which are included in the category entitled Division Forces, are part of the corps and theater organizations.

(3) About 60% of Army combat power in the Division Forces category is in the divisions themselves. The remaining combat power is in the following organizations:

(a) Separate combat brigades. These brigades are similar to divisions, except that they are smaller. A separate brigade includes from three to five maneuver battalions, one artillery battalion, and appropriate support units. Infantry, mechanized, and armored brigades differ by battalion mix. A separate brigade may be attached to a division or employed separately under a corps or theater commander.

(b) The cavalry brigade (air combat) . This is a new organization that includes attack helicopters and "air cavalry". This brigade exploits the capabilities of helicopters in land warfare. It is normally employed as a separate brigade under control of the corps commander.

(c) The armored cavalry regiment . This is an organization consisting of infantry, tank, artillery, and reconnaissance elements integrated at squadron (battalion) level. The armored cavalry regiment is designed for such roles as reconnaissance, flank protection, and screening the divisions and brigades.

(d) Separate artillery battalions. These battalions comprise about one-half the total artillery of the Division Forces. This non-divisional artillery, which includes missile battalions as well as cannon artillery, normally is part of the corps organization.

b. Marine Corps Division Forces

(1) The National Security Act of 1947, as amended, assigns the Marine Corps the mission of providing "... Fleet Marine Forces of combined arms, together with supporting air components, for service with the fleet in the seizure or defense of advanced naval bases and for the conduct of such land operations as may be essential to the prosecution of a naval campaign." The Marine Amphibious Force (MAF) is the basic element for the conduct of amphibious operations or land operations ashore. The MAF is an integrated force of combined arms, consisting typically of a Marine Division, a Marine Aircraft Wing, supporting elements from Force Troops, and a Force Service Support Group.

(2) A Marine division is an infantry division configured specially for amphibious operations with about 18,000 members. It includes nine infantry battalions, three artillery battalions, plus a tank, an assault amphibious, a reconnaissance, and an engineer battalion.

(3) A Marine aircraft wing is integral to the MAF and operates in conjunction with a division. Close integration of land and tactical air capabilities is an essential ingredient of the Marine Corps capability for amphibious operations. The manpower associated with the fixed-wing portion of the Marine air wings is in the Tactical Air Forces category while helicopter resources are designated as Land Forces aviation.

(4) Force Troops provide additional heavy artillery batteries and combat support units not organic to the Marine division, but needed to sustain the operations of the division and air wing.

(5) The Force Service Support Groups provide combat service support units in support of the entire MAF. These units provide transportation, supply, maintenance and administrative support to the MAF.

c. Army Theater Forces. There are four subcategories of Army Theater Forces:

(1) Theater Missile Forces. These include the surface-to-surface missile units and supporting ammunition supply and maintenance units which provide the theater commander a responsive theater nuclear capability. (The Division Forces also have a nuclear capability because they include dual-capable units which can wage either conventional or nuclear combat.)

(2) Theater Air Defense Forces. This category includes surface-to-air missile units and supporting supply, maintenance, and command and control units devoted to the theater-wide air defense mission under the control of the theater commander.

(3) Theater Special Operations Forces. These organizations include units devoted to special missions including psychological operations, civil affairs support, and unconventional warfare on a theater-wide basis under control of the theater commander.

(4) Theater Defense Forces. These forces include active and Reserve Component separate infantry brigades provided for the defense of selected critical areas: Alaska, Berlin, Panama Canal Zone, Iceland, and the Caribbean. Provision of specific units for these essential defense missions achieves economies by allowing the units to be tailored for their missions. The following table shows the allocation of these forces:

End FY 79 Theater Defense Forces

Location	Infantry Brigades	
	Active	Reserve Components
Alaska	1	1
Panama	1	1
Berlin	1	-
Iceland	-	1
Caribbean	-	1
TOTAL	3	4

C. Tactical Air Forces

1. Summary of Forces and Manpower

In order to meet the tactical air portion of national strategy goals, the forces shown in the following table are planned for FY 1979. Forces for FY 1977 and FY 1978 are shown for comparison. As shown by the table, all military assets are considered in force planning. For example, the Air National Guard and Air Force Reserve tactical aircraft are an integral part of planned deployments. A table showing the corresponding manpower levels is also included.

The basic organizational building block for tactical air forces is the squadron. The number of aircraft in each squadron depends on the type of equipment and the operating environment. Air Force fighter squadrons usually have 18 or 24 unit equipment (UE) aircraft, while the Navy and Marine Corps fighter squadrons each have 12. Specialized squadrons or detachments of each Service (e.g., reconnaissance, ECM) usually have fewer aircraft.

The major tactical air force operational organization is the wing. Wings are composed of one or more squadrons depending on the mission and size of the support facility. Air Force wings are usually made up of three squadrons with like aircraft. Navy and Marine Corps wings are usually composed of five or more squadrons with dissimilar aircraft because their isolated operating environments (carrier or beachhead) demand mixed capability air units.

Tactical Air Forces 1/

Squadrons 2/

	FY 77	FY 78	FY 79
Active			
Air Force	91	93	92
Navy	91	86	82
Marine Corps 3/	30	30	30
Reserve Components			
Air National Guard	37	37	39
Air Force Reserve	9	9	9
Naval Reserve	16	17	17
Marine Corps Reserve 3/	8	8	8

1/ Includes fighter, attack, reconnaissance, and special operations squadrons. For further classified detail, see the FY 1979 Report Of the Secretary of Defense.
2/ Squadron UEs are variable.
3/ Includes integrated tanker squadrons.

Tactical Air Forces Manpower
(End Strengths in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	171.8	180.6	179.8
Reserve Components	58.7	58.2	59.8
Civilians	13.9	13.1	14.6

The increase in FY 1978 active forces reflects the Air Force's continuing program to upgrade Tactical Air Forces. Increases are included for additional fighter/attack and AWACS aircraft and for the readiness of units converting to new aircraft. Tactical Air Control System (TACS), War Readiness Material (WRM), and nuclear weapons security are also improved. The decrease for FY 1979 reflects the termination of the RA5C airborne reconnaissance program of the Navy, inactivation of an RF-4 squadron and tactical drone program in the Air Force together with the transfer of one RF-4 squadron to the Air National Guard.

The Reserve Components and civilian manpower increase for FY 1979 is attributable to an increase in Air Reserve technicans for added roles in reconnaissance and an ANGUS training mission realignment.

2. Capabilities of Tactical Air Forces

Tactical aircraft can carry out a variety of missions in a conflict. These capabilities include close air support, interdiction, counterair (including air defense), reconnaissance, and special purpose missions. Tactical Air Forces can also wage nuclear war because they include aircraft which have both a nuclear and conventional weapon delivery capability.

a. Close Air Support (CAS). Close air support sorties are flown against enemy forces in close proximity to friendly forces. Primary goals of close air support are: (1) to destroy or neutralize enemy forces close to friendly forces; and (2) to attack these enemy forces rapidly after receiving requests for close air support. CAS systems should be able to: (1) deliver accurate, lethal fire; (2) provide fire support responsive to the ground commander; (3) survive in enemy air defense environments; (4) maneuver well enough to employ the tactics required for various targets; and (5) carry ordnance in sufficient quantity and variety.

b. Interdiction. Interdiction sorties are flown by tactical aircraft against a wide range of targets including: (1) enemy forces maneuvering behind their front lines; (2) enemy lines of communication; (3) storage and production facilities in rear areas; (4) enemy surface ships such as surface-to-surface missile launching patrol boats, cruisers, and destroyers; and (5) enemy ports and naval bases.

c. Counterair. Counterair operations are conducted to gain and maintain air superiority by destruction or neutralization of an enemy's air capability. Offensive counterair operations are normally conducted throughout enemy territory to seek out and destroy aircraft in the air or on the ground, missile and anti-aircraft artillery sites, air bases, air control systems, and other elements which constitute or support the enemy air order of battle. Defensive counterair operations are generally reactive to enemy initiative. Air defense sorties are flown to protect friendly air, sea, or ground forces from enemy air attack. The primary objective is to limit the effectiveness of enemy air efforts to a level permitting freedom of action of friendly forces.

d. Reconnaissance. Tactical reconnaissance resources are a vital part of the information collection capability available to commanders engaged in unilateral, joint, or combined operations both in peacetime and in all intensities of warfare. Tactical air reconnaissance operations provide timely intelligence information concerning the enemy's

installations, lines of communication, and electronic emissions, as well as the disposition, composition, and movement of enemy forces. Intelligence information is collected, and surveillance of battle areas is carried out day and night and in all kinds of weather.

e. Special Purpose. Special purpose aircraft are used in electronic warfare (detection of and countermeasures against enemy electronic emitters), special operations forces (for example, specifically tailored for unconventional warfare, psychological and counter-insurgency operations), tactical air control (enroute and terminal control of tactical aircraft), and airborne early warning (airborne search radar).

D. Naval Forces - Forces, Manpower, Capabilities, and Missions

1. Summary of Forces and Manpower

The following tables summarize Naval Forces and manpower.

Naval Forces 1/

	FY 77	FY 78	FY 79
Ships			
Active Forces			
Carriers 2/	13	13	13
Attack Submarines			
Nuclear	66	70	73
Diesel	8	5	4
Surface Combatants	155	160	167
Amphibious Ships	62	64	65
Support Forces			
Underway Replenishment	39	38	37
Major Fleet Support	20	19	20
Minor Fleet Support	35	22	18
Patrol Craft	5	1	1
Minesweepers	3	3	3
Subtotal	406	395	401
Reserve Components Forces			
Surface Combatants	30	28	28
Amphibious Ships	3	3	3
Minesweepers	22	22	22
Minor Fleet Support Ships	4	4	6
Subtotal	59	57	59
Total Ships	465	452	460
ASW Aircraft Squadrons			
Active Forces			
Land-Based	24	24	24
Ship-Based (Fixed/Rotary Wing)	28	28	28
Subtotal	52	52	52
Reserve Components Forces			
Land-Based	13	13	13
Ship-Based (Fixed/Rotary Wing)	4	4	0
Subtotal	17	17	13
Total ASW Aircraft Squadrons	69	69	65

1/ Table excludes ships assigned to Strategic Forces, RDT&E and Support Activities.

2/ Associated manpower is reported under Tactical Air Forces.

Naval Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	178.4	180.3	181.7
Reserve Components	48.9	54.8	40.6
Civilian	0.7	0.8	0.9

The increase in active military manpower between FY 1978 and FY 1979 reflects increased ship manning requirements as a result of growth in the size of the active fleet. The increases are partially offset by reductions in Naval Support Forces manpower. These changes are explained in more detail in Chapter X which describes Navy's overall manpower requirements.

Between FY 1978 and FY 1979, Navy active and reserve fleet levels undergo the following changes: introduction of 14 new ships into the active fleet is partially offset by the decommissioning of five ships, the transfer of two ships to the naval reserve force, and the transfer of one ship to the Military Sealift Command nucleus fleet. The impact on ship manning requirements of Navy's fleet modernization efforts is addressed more fully in Chapter X. Additionally, 11,300 Selected Reserve positions, including 6,700 in nine SEABEE battalions, will be transferred to the Individual Ready Reserve (IRR) and 2900 positions (VR(4) and HS(4) squadrons) are disestablished.

2. Capabilities and Missions of Naval Forces

a. Missions. The principal wartime mission of US Tactical/Mobility Naval Forces is to be able, in conjunction with allied forces in a NATO war, to protect military support shipping and naval forces at sea against a Soviet conventional interdiction effort. Simultaneously, US forces in the Pacific are to hold open the sea lines of communications (SLOC) to Hawaii and Alaska and protect the SLOC in the Western Pacific.

There also exists a requirement for naval forces to be capable of projecting power ashore using tactical air and amphibious forces supported by tactical air. This capability is required for the NATO war and small-scale conflicts elsewhere.

Naval forces are routinely deployed in peacetime as part of our forward defense strategy. These deployments demonstrate commitment to our allies through the presence of US naval forces and provide the timely and flexible response necessary to manage crises and to deter outbreak of hostilities.

b. Capabilities. For sea control operations, the United States maintains sea and land-based aircraft, surface combatants, attack submarines, mines, surveillance systems, and logistics support forces. For the projection of power ashore, the United States provides sea-based aircraft and amphibious forces, together with escorting and supporting forces. Many of these forces have utility in both the sea control and force projection roles and also carry out the naval presence and crisis control missions in peacetime.

Requirements for active US naval forces are derived by the need to maintain those forces which deploy forward in peacetime or which are planned for early use in a NATO war. Reserve forces are planned to provide the additional sustaining capability needed in a NATO war.

In peacetime and wartime, naval forces are organized into task units depending upon the mission to be performed, the threat, and the environment. The building block for these task units is the individual ship. The following examples demonstrate the formation of these task units.

- Carrier Task Group (CTG). A representative CTG would comprise one carrier, from four to eight surface combatants, and up to two SSNs to conduct offensive sea control operations. A representative mix would be one cruiser (CG), three guided missile destroyers (DDG), three destroyers (DD) and one attack submarine (SSN). This CTG would normally operate in the open ocean where the air threat is not numerically demanding. Against more severe threats, CTGs would normally be combined to provide mutual support.

- Amphibious Ready Group (ARG). An ARG would comprise four to eight amphibious ships capable of transporting a Marine Amphibious Unit (1/9 of a division/wing team) and protection forces as necessary. A representative mix of protection forces would consist of five frigates (FF or FFG) and two guided missile destroyers (DDG).

- Underway Replenishment Group (URG). URGs provide logistics support (fuel, munitions, food) to other task units at sea. A typical URG would have four underway replenishment ships: two oilers (AO); an ammunition ship (AE); and a combat stores ship (AFS). The URG might be escorted by four to five protection ships. A representative mix would be two guided missile frigates (FFG), and two to three frigates (FF) or destroyers (DD).

E. Mobility Forces

1. Summary of Forces and Manpower

The following tables display the Mobility Forces and manpower.

Mobility Forces

Airlift Forces (Squadrons/UE)	FY 77	FY 78	FY 79
Active			
Strategic	17/304	17/304	17/304
Tactical	15/234	15/234	15/234
Reserve Components			
Strategic 1/	17/--	17/--	17/--
Tactical	36/368	36/368	36/368
Rescue/Recovery (Squadrons/UE)			
Active	5/102	5/104	5/104
Reserve (ANGUS/USAFR)	6/56	6/56	6/56
Aeromedical (Squadrons/UE)			
Active	3/17	3/17	3/17
Reserve (USAFR) 1/	1/--	1/--	1/--
Sealift Forces 2/			
Nucleus Fleet			
Government owned/operated	54	56	58
Contract Operated 3/	18	14	14
Commercial Fleet	37	37	35

1/ Air Force Reserve associate squadrons operate and maintain active force aircraft.

2/ Only government owned MSC Nucleus Fleet ships are manned by Navy civil service personnel. Manning of all other MSC ships is accomplished by manpower from the private sector.

3/ Four of these ships are government owned.

Mobility Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	38.1	37.6	37.7
Reserve Components	44.9	45.9	45.5
Civilian	21.1	20.9	20.9

2. Capabilities of Mobility Forces

Mobility Forces consist of strategic and tactical airlift, sealift, mobility support forces including air and sea terminals, aerospace rescue and recovery, and aeromedical evacuation units. They are a vital element of our Tactical/Mobility structure. To deter aggression, we must have a credible capability to bring our forces to bear quickly whenever and wherever necessary. Mobility forces enable the United States to do this without positioning large numbers of US forces abroad.

a. Airlift

(1) Strategic Airlift

Strategic airlift provides the capability to rapidly deploy forces or critical logistical support to any part of the world. Our military strategic airlift force consists of both active and Air Force Reserve associate units. The active force comprises four C-5 and thirteen C-141 squadrons. For each active force unit there is a collocated Air Force Reserve associate squadron.

In addition to the military assets, US commercial airlines have committed 220 long-range aircraft to the Civil Reserve Air Fleet (CRAF) program. Of these, 124 are cargo or passenger/cargo convertible aircraft and 96 are passenger-only aircraft.

(2) Tactical Airlift

In contrast to strategic airlift which provides deployment capability from CONUS to overseas areas, tactical airlift provides transportation and air logistic support for theater forces. Our active tactical airlift force consists of 15 C-130 squadrons. This active force is augmented by the Air National Guard and Air Force Reserve which maintain 29 C-130, 4 C-123, and 3 C-7 squadrons.

(3) Aerospace Rescue and Recovery. The aerospace rescue and recovery force maintains the capability to deploy worldwide to meet contingency or emergency rescue requirements, primarily for downed air crews. Additionally, this force is manned to furnish regional search

and rescue coordination for the CONUS land region and Alaska. The active force is composed of HC-130 fixed wing aircraft and HH-53, HH-3 and HH-1 helicopters. As with airlift, the active force is augmented by reserve forces operating HC-130, HH-3 and HH-1 aircraft.

(4) Aeromedical Evacuation. The aeromedical evacuation system provides the capability to move patients as expeditiously as possible to hospitals. The active force consists of one C-9 CONUS squadron, one C-9 squadron in the Pacific, and one in Europe. The CONUS unit is augmented by an Air Force Reserve Associate squadron. In addition, strategic airlift aircraft may be used for aeromedical evacuation if necessary.

b. Sealift. We rely heavily on sealift to deploy and sustain our forces. The ships controlled by the Military Sealift Command have only a limited capability. We are reliant on US flag ships, the National Defense Reserve Fleet and the ships of our allies to provide the necessary sealift in a major war and lesser contingencies.

3. Missions

Mobility Forces could be used in a variety of situations, ranging from a show of force to support of an all-out conventional war. Present planning for the spectrum of possible deployments involves principally military and US commercial assets. However, in the case of a war in Europe, planning includes NATO Allied participation in assisting US deployments.

F. Disposition of Forces

The peacetime disposition of US Tactical/Mobility Forces is a combination of CONUS and forward deployed forces. Forward deployed forces are a symbol of the US commitment to mutual defense of areas critical to US national security. Should deterrence fail, forward deployed forces provide an initial combat capability.

Forces located in the United States provide additional combat and support units capable of deployment to any theater of operations in the event of war. These forces also provide a peacetime base of rotation for units and ships deployed overseas.

The following tables provide the disposition of the major elements of Tactical/Mobility Forces. In addition to location, the tables provide the missions of deployed units.

FORWARD DEPLOYMENTS

END FY 1979 TACTICAL/MOBILITY FORCES

Unit	Location	Mission
Army Divisions		
1st Armored Division 3d Armored Division 3d Infantry Division (M) 8th Infantry Division (M) Bde, 1st Infantry Division (M) Bde, 2d Armored Division Bde, 4th Infantry Division (M)	W. Germany	Force presence. In concert with allied and other US forces, deter Warsaw Pact aggression. Failing that, stop any Warsaw Pact ground attack with a minimum loss of NATO territory, and ensure the prompt restoration of prewar boundaries.
2d Infantry Division (-)	S. Korea	Force presence. Provides ground combat and security forces for South Korea.
Army Separate Brigades		
Berlin Brigade	W. Germany	Force presence.
193d Infantry Brigade	Panama	Defense of Canal Zone.
Armored Cavalry Regiments		
2d Armored Cavalry Regiment	W. Germany	Force presence. Provides reconnaissance and security forces.
11th Armored Cavalry Regiment	W. Germany	Force presence. Provides reconnaissance and security forces.
Navy Ships and Aircraft		
Sixth Fleet 1/ 2 Multi-purpose Carriers 14 Surface Combatants 14 Attack Submarines and Auxiliaries 1 Amphibious Ready Group 2/ 1+ ASW Patrol Squadrons (12 aircraft)	Mediterranean	Provide peacetime naval presence throughout Mediterranean. Provide naval force in Mediterranean in the event of a NATO conflict. Provide crisis management or contingency force in Mediterranean.
Middle East Force 1/ 1 Flagship (AGF) 2 Surface Combatants	Persian Gulf, Arabian Sea and Indian Ocean	Provide peacetime naval presence in Persian Gulf, Arabian Sea and Indian Ocean. Provide limited contingency force in the area.

Unit	Location	Mission
Seventh Fleet & Western Pacific 1/	Western Pacific	Maintain Western Pacific sea lanes in NATO or Asian conflict.
2 Multi-Purpose Carriers 19 Surface Combatants 17 Attack Submarines and Auxiliaries 2 Amphibious Ready Groups 2/ 4 ASW Patrol Squadrons		Provide tactical air and amphibious "projection" forces in support of Asian conflict. Provide crisis management of contingency force in Western Pacific. Provide peacetime naval presence throughout Western Pacific.
Marine Corps Forces		
Marine Amphibious Unit (afloat)	Mediterranean	Provide forward afloat force presence in the Eastern Atlantic/Mediterranean.
Battalion Landing Team (afloat)	Atlantic Deployed afloat intermittently	Provide forward afloat force presence in the Western Atlantic and Caribbean.
3d Marine Division (-)	Japan (Okinawa)	Provide forward deployed ground/air combat forces with amphibious forcible entry capability.
1st Marine Aircraft Wing (-)	Japan (incl Okinawa)	
Marine Amphibious Unit (afloat) Battalion Landing Team (afloat)	Western Pacific	Provide forward afloat force presence in the Western Pacific.
Air Force Tactical Aircraft Forces 3/		
Europe		
12 Squadrons	United Kingdom	Provide force presence in forward areas.
17 Squadrons	West Germany	
1 Squadrons	Netherlands	Provide close air support, gain air superiority, and provide interdiction and reconnaissance for a NATO conflict.
3 Squadrons	Spain	
1 Squadrons	Iceland	
4 Squadrons (Dual-based)	W. Germany, Italy (US)	
38		

Unit	Location	Mission
Pacific		
2 Squadrons	Philippines	Provide force presence.
6 Squadrons	Japan (Okinawa)	Provide close air support,
4 Squadrons	Korea	gain air superiority, and
12		provide interdiction and reconnaissance for an Asian conflict.

1/ Figures shown are approximate averages. Most ships are rotated to distant assignments from US homeports. Mediterranean and Western Pacific forces, however, contain a few units selectively homeported overseas, including one CV homeported in Japan.

2/ An Amphibious Ready Group (ARG) is one-ninth of an Amphibious Task Force (ATF). It consists of 4 to 8 amphibious ships with a Marine Battalion Landing Team (BLT) or a Marine Amphibious Unit (MAU) embarked. In WESTPAC the two ARGs consists of one MAU and one BLT.

3/ Includes fighter, attack, reconnaissance, special operations, TACCS and airborne TACS squadrons.

Air Force Mobility Forces 1/

Europe 2/		
2 Squadrons	W. Germany	Provides transportation
1 Squadron	United Kingdom	air logistic support, and aeronmedical evacuation capability for theater forces.
Pacific		
1 Squadron	Japan	
2 Squadrons	Philippines	

1/ Includes tactical airlift and aeromedical evacuation aircraft.

2/ Includes rotational squadron.

UNITS IN OR NEAR THE UNITED STATES

END FY 1979 TACTICAL/MOBILITY FORCES

Unit	Location
Active Army	
Army Divisions	
1st Infantry Division (M) (Minus 1 Brigade in Europe)	Fort Riley, Kansas
2d Armored Division 1/	Fort Hood, Texas
Brigade, 2d Infantry Division	To be determined
4th Infantry Division (M) 1/	Fort Carson, Colorado
1st Cavalry Division	Fort Hood, Texas
9th Infantry Division	Fort Lewis, Washington
101st Airborne Division (Air Assault)	Fort Campbell, Kentucky
82d Airborne Division	Fort Bragg, North Carolina
7th Infantry Division 2/	Fort Ord, California
24th Infantry Division (M)2/	Hunter/Stewart, Georgia
5th Infantry Division (M)2/	Fort Polk, Louisiana
25th Infantry Division 2/	Hawaii

1/ These divisions have four brigades each with one brigade in Europe.
2/ Comprises two active brigades and one from the Reserve Components.

Army Separate Brigades	
194th Armored Brigade	Fort Knox, Kentucky
197th Infantry Brigade	Fort Benning, Georgia
6th Cavalry Brigade (Air Combat)	Fort Hood, Texas
172d Infantry Brigade	Fort Richardson, Alaska

Armored Cavalry Regiment	
3d Armored Cavalry Regiment	Fort Bliss, Texas

Reserve Components

Army Divisions	
49th Armored Division	Texas
50th Armored Division	New Jersey, Vermont
40th Infantry Division (M)	California
38th Infantry Division	Indiana, Michigan
28th Infantry Division	Pennsylvania
26th Infantry Division	Massachusetts, Connecticut
42d Infantry Division	New York
47th Infantry Division	Minnesota, Illinois, Iowa

Unit	Location
Army Separate Brigades 1/	
30th Armored Brigade	Tennessee
31st Armored Brigade	Alabama
155th Armored Brigade	Mississippi
48th Mechanized Brigade 2/	Georgia
157th Mechanized Brigade	Pennsylvania (USAR)
218th Mechanized Brigade	South Carolina
256th Mechanized Brigade 2/	Louisiana
69th Mechanized Brigade	Kansas
29th Infantry Brigade 2/	Hawaii
32d Mechanized Brigade	Wisconsin
67th Mechanized Brigade	Nebraska
30th Mechanized Brigade	North Carolina
45th Infantry Brigade	Oklahoma
187th Infantry Brigade	Massachusetts (USAR)
39th Infantry Brigade	Arkansas
81st Mechanized Brigade	Washington
205th Infantry Brigade	Minnesota, Wisconsin, Iowa (USAR)
41st Infantry Brigade 2/	Oregon
53d Infantry Brigade	Florida
73d Infantry Brigade	Ohio
92d Infantry Brigade	Puerto Rico
58th Infantry Brigade	Maryland
116th Infantry Brigade	Virginia

1/ The 33d Infantry Brigade (Illinois National Guard) is provided for school support and is not included.
2/ Round-out brigade for active Army division.

Army Armored Cavalry Regiments

107th Armored Cavalry Regiment	Ohio, West Virginia
116th Armored Cavalry Regiment	Idaho, Oregon, Mississippi
163d Armored Cavalry Regiment	Montana, Nevada
278th Armored Cavalry Regiment (-) 1/	Tennessee

1/ Minus one squadron.

Navy Ships and Aircraft

Active

Second Fleet & Western Atlantic	U.S. East Coast and Western Atlantic
5 Multi-Purpose Carriers	
61 Surface Combatants	
139 Attack Submarines, Patrol Combatants, Mine Warfare Ships, Amphibious Ships, and Auxiliaries	
10 ASW Patrol Squadrons	

Unit	Location
Active	
Third Fleet and Eastern Pacific	U.S. West Coast and Eastern Pacific
4 Multi-Purpose Carriers	
60 Surface Combatants	
106 Attack Submarines, Patrol Combatants, Amphibious Ships, and Auxiliaries	
8 ASW Patrol Squadrons	
Reserve Components	
Second Fleet and Western Atlantic	U.S. East Coast and Western Atlantic
19 Surface Combatants	
14 Mine Warfare Ships/Amphibious Ships	
2 Auxiliaries	
7 ASW Patrol Squadrons	
Third Fleet and Eastern Pacific	U.S. West Coast and Eastern Pacific
10 Surface Combatants	
11 Mine Warfare Ships/Amphibious Ships	
2 Auxiliaries	
6 ASW Patrol Squadrons	

Marine Corps Forces

Active	
I MAF	
(1st Marine Division/3d Marine Air Wing, 1st Force Service Support Group, plus supporting elements).	Camp Pendleton, Calif/Marine Corps Air Station (MCAS), El Toro, Calif. and Marine Corps Base, Twenty-Nine Palms, Calif.
II MAF	
(2d Marine Division/2d Marine Air Wing, 2d Force Service Support Group plus supporting elements).	Camp Lejeune, N.C./MCAS, Cherry Point, N.C. and MCAS, New River, N.C. and MCAS, Beaufort, S.C.
1st MARINE BRIGADE	
(Regimental Landing Team 3/Marine Aircraft Group 24, plus supporting Force Troops and Service Support Elements).	Marine Corps Air Station Kaneohe Bay, Hawaii Camp H. M. Smith, Hawaii

Unit	Location
Reserve Components	
DIVISION WING TEAM (4th Marine Division/4th Marine Air Wing Team, plus supporting Force Troops and Force Service Support Group).	Headquarters at New Orleans, Louisiana

Air Force Tactical Aircraft Forces 1/

Active	
58 Squadrons 2/ 54 CONUS 3 Alaska 1 Hawaii	CONUS, Alaska and Hawaii
Reserve Components	
54 Squadrons 52 CONUS 1 Puerto Rico 1 Hawaii	CONUS, Puerto Rico and Hawaii

1/ Includes figher, attack, reconnaissance, special operations, aircraft, TACCS, and airborne TACS squadrons.
2/ Excludes dual-based squadrons.

Air Force Mobility Forces 1/

Active	
29 Squadrons 2/ 28 CONUS 1 Alaska	CONUS and Alaska
Reserve Components	
54 Squadrons 3/ 53 CONUS 1 Alaska	CONUS and Alaska

1/ Includes strategic and tactical airlift and aeromedical evacuation aircraft.
2/ Excludes rotational squadrons.
3/ Includes C-5, C-141, and C-9 USAFR Associate Squadrons.

G. FY 1980 Tactical/Mobility Manpower Requirements

The following table compares FY 1980 manpower requirements for Tactical/Mobility Forces to those programmed for FY 1979:

Tactical/Mobility Forces Manpower
(End Strength in Thousands)

	Active Military		Reserve Components		Civilian	
	FY 79	FY 80	FY 79	FY 80	FY 79	FY 80
Land Forces	569.1	570.3	515.6	533.8	19.3	19.4
Tactical Air Forces	179.8	183.8	59.8	61.0	14.6	14.8
Naval Forces	181.7	183.6	40.6	40.6	0.9	0.9
Mobility Forces	37.7	37.6	45.5	46.0	20.9	20.6
Total DoD	968.3	975.3	661.5	681.4	55.7	55.7

Note: Detail may not add to totals due to rounding.

The increase in Naval Forces reflects manpower associated with new ships in the Navy. Tactical Air Forces increases include the continued modernization and fleshing out of the Air Force's 26 tactical fighter wings, enhanced tactical air control systems capabilities and the phase-in of additional AWACS aircraft. Reserve Components increases reflect anticipated improvements in the strength of the Army Reserve and Army National Guard.

CHAPTER VI

AUXILIARY ACTIVITIES

A. Introduction

Auxiliary Activities personnel carry out major defense-wide programs under centralized DoD control. These programs include Intelligence, Communications, Research and Development, and Geophysical Activities. The following table shows the manpower for Fiscal Years 1977-1979:

DoD Auxiliary Activities Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active			
Intelligence	36.0	36.3	35.6
Centrally Managed Comm.	31.9	31.9	30.4
Research and Development	27.3	29.5	28.1
Geophysical Activities	10.5	10.1	9.9
Total DoD	105.7	107.8	104.0
Reserve Components			
Intelligence	3.8	2.5	-
Centrally Managed Comm.	12.4	11.8	11.0
Research and Development	0.6	0.3	-
Geophysical Activities	1.2	1.3	1.0
Total DoD	18.0	15.9	12.0
Civilian			
Intelligence	8.1	8.1	8.0
Centrally Managed Comm.	11.4	10.8	10.9
Research and Development	72.0	70.5	69.7
Geophysical Activities	9.6	9.9	9.9
Total DoD	101.1	99.3	98.5

Note: Detail may not add to totals due to rounding.

B. Intelligence

The purpose of Intelligence activities is to gather, analyze and disseminate foreign intelligence information to users at the national, departmental, and tactical levels. This information is used for strategic planning as well as supporting force planning, operations, and research and development. These requirements for intelligence information form the basis for budget and manpower allocations.

Functional requirements, engineering standards, and other management criteria provide the principal measures for determining intelligence unit manning. Management flexibility is available to modify the manpower levels as broad missions of the staffs change; as science and technology impact on the intelligence process; and as actual combat experience may require. Integration of military and civilian expertise is essential to the success of Defense intelligence activities. Military personnel provide some of the necessary experience and perspectives required to carry out the different functional activities associated with military intelligence. The remainder of the work force is civilian.

The two principal programs which include the bulk of Defense Intelligence manpower are discussed below.

1. Consolidated Cryptologic Program (CCP)

The cryptologic program is managed by the Director, National Security Agency (NSA). The NSA mission is international in scope and involves the performance of highly specialized technical functions in support of the foreign intelligence activities of the United States. Resources included are those authorized and appropriated by the Congress for selected intelligence organizations, the Army, Navy, Air Force and for NSA. For security reasons, NSA civilian manpower is excluded from the DoD civilian authorization request in accordance with PL 86-36.

By National Security Council Directives, the Director, National Security Agency has been assigned three basic cryptologic responsibilities under the Secretary of Defense:

- Organizing, operating, and managing certain activities and facilities for collection, processing, analysis and reporting of foreign intelligence information;

- Organizing and coordinating the research and engineering activities of the U.S. Government which are in support of the Cryptologic Program; and

- Regulating certain communications in support of agency missions.

2. General Defense Intelligence Program (GDIP).

The GDIP covers all military intelligence units and activities in the National Foreign Intelligence Program other than Navy and Air Force special activities and the Consolidated Cryptologic Program. It includes the Defense Intelligence Agency, units from each of the military departments and special security and communications elements of the Defense Mapping Agency. It also includes intelligence units of the Unified and Specified Commands that have theater-wide responsibilities and significant national and departmental peacetime intelligence missions.

All military intelligence production and human source collection in the National Foreign Intelligence Program, including the Defense Attache System, are in the GDIP. GDIP units provide a large part of our capability for collection and analysis of data on foreign strategic weapon systems. These units form a principal part of our capability to support strategic arms and force reduction negotiations. The allocation of manpower and fiscal resources to the GDIP is managed by the Director, Defense Intelligence Agency.

The following table shows Intelligence manpower:

Intelligence Manpower 1/
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	36.0	36.3	35.6
Reserve Components	3.8	2.5	-
Civilian	8.1	8.1	8.0

1/ Excludes National Security Agency civilian manpower.

The decrease in active military manpower from FY 1978 to FY 1979 is primarily attributable to Air Force reductions in intelligence activities, including the transfer of the active tactical reconnaissance drone program to the Air Force Reserve Tactical Air Forces. The reductions in reserve manpower are due to the transfer of Navy reservists in this category from the Selected Reserve to the Individual Ready Reserve.

C. Centrally Managed Communications

Centrally Managed Communications (CMC) consist of the key worldwide dedicated and common-user communications systems of the Defense Department required to support and implement overall national security policy and objectives. To understand CMC, it is necessary to consider it in the context of the larger communications community, Telecommunications and Command Control Program (T&CCP), of which it is the largest element. T&CCP contains the resources that support the Command, Control, and Communications (C^3) Systems of the Department of Defense. The C^3 Systems are the means through which National Command Authorities (the President and the Secretary of Defense) and, under their direction, the military commanders control and employ the military strength of the nation. Although T&CCP manpower appears in all Defense Planning and Programming Categories, Centrally Managed Communications comprise about 45% of the total as shown in the table below:

Telecommunications and Command Control Program 1/
(FY 79 End Strength in Thousands)

	Military		Civilian
	Active	Reserve	
Defense Planning and Programming Categories			
Strategic	11.3	-	1.4
Tactical/Mobility	20.6	-	0.4
Support Activities	14.5	-	11.7
Auxiliary Activities	33.8	11.0	12.7
(Centrally Managed Comm)	(30.4)	(11.0)	(10.9)
Total DoD	80.2	11.0	26.2

1/ The only communication systems not included in the T&CCP are those integral to weapon systems, those used for tactical control of weapons, and sensors used primarily for warning, surveillance and intelligence.

Functions by Defense Planning and Programming Categories in the T&CCP are:

Strategic category includes the Worldwide Military Command and Control System (WWMCCS); Automated Data Processing installations such as those at Strategic Air Command (SAC), North American Air Defense Command (NORAD) and the National Military Command Center (NMCC); WWMCCS Facilities such as Airborne Command Posts, NORAD Combat Operation Center (COC) and the WWMCCS System Engineer; and Communication Systems for the National Military Command Systems (NMCS), Fleet Ballistic Missile Control, and Air Force strategic missile systems.

Tactical/Mobility category includes such telecommunications systems as Joint Tactical Communication, Air Force Tactical Air Control System and Army Signal Battalions.

Support Activities include base communications for installations supporting operational commands in both US and overseas locations, communications logistics operations and communications management headquarters manpower.

Auxiliary Activities include Centrally Managed Communications (CMC) and communications systems supporting intelligence and security, weather service, and satellite control.

Centrally managed communications reduce duplication of effort and improve the responsiveness of these communications systems to our National Command Authorities. In addition to the people associated with the operation and maintenance of these systems, CMC includes the people involved in communications security.

Worldwide communications to facilitate command and control of our forces are provided by the Defense Communications System (DCS) and the communications systems of the military services. The DCS is made up of a number of general purpose sub-systems such as the automatic voice network, the digital transmission network and the secure voice network. Military Service communications systems provide internal networks for the Services and interface with DCS systems.

Communications requirements for these systems are established based on current and projected deployment of our forces, i.e., the number, type, and location of installations and the distances between locations. The required capacity for each of several modes of communications is determined based on prior experience and the expressed needs of the field commander. Each such operating location is manned based on the number of operating positions to be filled, maintenance manhours required and the need for administration and support. Therefore, the strength of the CMC is not merely a function of the size of the forces being supported, but also the composition and dispersion of those forces.

The following table reflects the functional breakout of DoD manpower in Centrally Managed Communications.

Centrally Managed Communications Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active			
Defense Communications Sys	11.0	10.6	10.3
Services' Communications Sys	14.3	14.3	13.1
Satellite Communications	1.2	1.4	1.4
Communications Security	1.6	1.6	1.6
Engineering & Installation	3.8	4.0	3.9
Total DoD	31.9	31.9	30.4
Reserve Components			
Defense Communications Sys	0.4	0.4	0.4
Services' Communications Sys	8.9	8.2	7.4
Satellite Communications	-	-	-
Communications Security	-	-	-
Engineering & Installations	3.1	3.2	3.2
Total DoD	12.4	11.8	11.0
Civilian			
Defense Communication Sys	2.6	2.4	2.4
Services' Communications Sys	4.6	4.3	4.4
Satellite Communications	0.2	0.2	0.2
Communications Security	0.8	0.8	0.8
Engineering & Installation	3.2	3.1	3.1
Total DoD	11.4	10.8	10.9

Note: Detail may not add to totals due to rounding.

The net reduction in active military personnel from FY 1978 to FY 1979 is approximately 1500. These reductions are primarily attributable to the satellite communications program and conversions in the Navy Telecommunications Command from military to civilian and contract operation. The change in Reserve Components end strength reflects the transfer of Naval Reserve manpower from the Selected Reserve to the Individual Ready Reserve.

D. Research and Development

The Department of Defense R&D effort has two essential objectives: (1) assure a continuous flow of initiatives and options out of the base of science and advanced technology and into development projects, and

(2) develop effective systems to deter war and respond to aggression. These efforts are paced by the technological improvement which the Soviet Union continues to make in its forces. National security depends in the long run on successful R&D programs.

This category contains the manpower responsible for carrying out the R&D programs necessary to meet the above objectives. These people conduct the work performed in the 104 laboratories and test and evaluation facilities of the DoD. They also manage Defense related R&D contracted with agencies outside DoD. This work encompasses virtually all aspects of the physical, biomedical, environmental, and behavioral sciences, plus the engineering disciplines. It is characterized by breadth, complexity, and constant change.

The DoD R&D organization is a balanced work force which includes both military and civilian manpower. Military experience and expertise have proven invaluable in making the transition from a statement of military requirements through the design, development, test, and evaluation phases toward the final production of effective weapons systems. Military personnel are heavily used in test activities because they possess current operational skills and professional backgrounds which are not readily available in the civilian labor market. Civilian manpower is used to fill billets not absolutely requiring military incumbents. A summary of R&D manpower is shown below.

Research and Development Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	27.3	29.5	28.1
Reserve Components	0.6	0.3	-
Civilian	72.0	70.5	69.7

The apparent FY 1978 active military increase is due to temporary undermanning in Army and Navy activities at the end of FY 1977. Civilian personnel decreases in FY 1978 reflect a continued effort to reduce inservice R&D work. Active military and civilian manpower reductions in FY 1979 are primarily attributable to various programmed inservice-to-contract conversions. The reduction in reserve manpower reflects the transfer of Navy reservists in this category from the Selected Reserve to the Individual Ready Reserve.

E. Geophysical Activities

This category consists of manpower associated with meteorological, topographic, oceanographic, and navigational activities. These activities provide common services involving geophysical phenomena within the DoD, as well as to other departments and agencies. These services are essential to the effective delivery of ICBMs and cruise missiles; to the safe navigation of ships, submarines and aircraft; and to the successful accomplishment of essentially every other major military mission.

Meteorological activities include Air Force weather reconnaissance units, Navy weather centers, and Air Force base weather detachments. Also included are a small number of administrative personnel needed to control the operations of the Air Weather Service and the Navy Weather Service.

Topographic and oceanographic activities involve the preparation, production, and dissemination of maps and charts, and the investigation and evaluation of topographic and oceanographic phenomena. Also included are a small number of administrative personnel needed to control the operations of the Defense Mapping Agency and the Oceanographer of the Navy.

Navigational activities include units which provide Defense-wide navigational support via the operation of navigation satellite control facilities.

Manpower requirements for Geophysical Activities are predicated upon the services performed at each location and the activity level of all organizations serviced by each location. The manpower needed to provide these services is determined by applying work measurement standards. As in other categories, civilian manpower is used to provide continuity, to obtain skills not readily available from military sources and to fill billets not absolutely requiring military incumbents. Included are professional meteorologists and oceanographers who supplement the small military officer community in manning weather facilities; meteorological technicians who observe, collect, record and analyze meteorological and oceanographic data in the development of forecasts and related environmental services; technical specialists who perform diverse functions encompassing ADP operations and maintenance, atmospheric and oceanographic modeling, and environmental data product development and dissemination; and a small staff to perform supervisory clerical and logistics functions.

The manpower devoted to the provision of the Defense-wide services associated with Geophysical Activities for FY 1977 through FY 1979 is shown in the following table:

Geophysical Activities Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	10.5	10.1	9.9
Reserve Components	1.2	1.3	1.0
Civilian	9.6	9.9	9.9

The reduction to active force military manpower in FY 1979 reflects the programmed inservice-to-contract conversion of a satellite tracking facility at Vandenberg Air Force Base. The reduction in Selected Reserve manpower in FY 1979 reflects the transfer of Naval personnel to the Individual Ready Reserve.

F. FY 1980 Auxiliary Activities Manpower

The following table compares FY 1980 manpower requirements for Auxiliary Activities to those programmed for FY 1979:

Auxiliary Activities Manpower Requirements
(End Strength in Thousands)

	Active Military		Reserve Components		Civilian	
	FY 79	FY 80	FY 79	FY 80	FY 79	FY 80
Intelligence	35.6	35.4	-	-	8.0	8.1
Centrally Managed Communications	30.4	30.1	11.0	11.1	10.9	10.8
Research & Development	28.1	28.1	-	-	69.7	69.6
Geophysical Activities	9.9	9.9	1.0	1.0	9.9	9.9
Total DoD	104.0	103.5	12.0	12.1	98.5	98.4

Note: Detail may not add to totals due to rounding.

CHAPTER VII

SUPPORT ACTIVITIES

A. Introduction

In the past, support activities were divided into two categories, Mission Support and Central Support. This distinction did not fully serve either DoD needs or those of the Congress. As part of the DPPC restructure, discussed in Chapter XVII of this report, these activities were combined into a category titled Support Activities.

This chapter discusses the nine subcategories of Support Activities: Base Operating Support, Medical Support, Personnel Support, Individual Training, Force Support Training, Central Logistics, Centralized Support Activities, Management Headquarters, and Federal Agency Support. Support Activities account for approximately 29 percent of active military manpower and more than 83 percent of the DoD civilians.

The following table displays the Support Activities manpower by subcategory.

DoD Support Activities Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active			
Base Operating Support	251.9	247.3	244.2
Medical Support	85.4	84.6	85.6
Personnel Support	29.4	29.1	28.9
Individual Training	98.0	96.9	89.5
Force Support Training	36.4	39.5	40.0
Central Logistics	18.5	19.8	20.0
Centralized Support Activities	41.2	44.2	44.4
Management Headquarters	39.2	38.6	38.6
Federal Agency Support	2.5	2.9	2.9
Total DoD	602.5	602.9	594.1
Reserve Components			
Base Operating Support	33.0	26.8	22.2
Medical Support	10.2	9.6	8.9
Personnel Support	-	-	-
Individual Training	38.6	36.5	37.8
Force Support Training	2.6	2.2	-
Central Logistics	6.4	6.0	0.4
Centralized Support Activities	10.3	10.4	8.7
Management Headquarters	3.9	3.4	1.1
Federal Agency Support	*	*	-
Total DoD	105.0	94.9	79.1
Civilian			
Base Operating Support	307.7	310.6	302.2
Medical Support	40.9	41.9	42.1
Personnel Support	18.4	19.8	19.6
Individual Training	24.4	23.8	22.3
Force Support Training	4.9	5.4	4.2
Central Logistics	357.4	360.8	355.4
Centralized Support Activities	54.2	56.3	58.2
Management Headquarters	36.3	36.5	36.7
Federal Agency Support	*	*	*
Total DoD	844.2	855.1	840.7

NOTE: Detail may not add to totals due to rounding.

*Fewer than 50.

B. Base Operating Support

Base Operating Support consists primarily of the organizations and resources for installation headquarters administration; installation operational, housekeeping, and service functions; and real property maintenance. Program elements for corresponding or support Reserve Component units are also included in this category. Excluded are management headquarters, medical support and overseas dependents education.

Base Operating Support includes a wide range of diverse services similar to those provided by local government, utility companies, and the "service industry" segment of the civilian economy. Included are: (a) services which directly support forces, active and reserve (e.g., airfield operations, wharf operations, and base supply and transportation activities); (b) services which maintain the installation facilities (e.g., building and road construction and repair, police and fire protection, trash and sewage disposal, and utilities operation); (c) services which directly support operating personnel, military and civilian (e.g., food services, laundries, clothing issue, payroll and administrative activities, and housing); and (d) services which maintain the "quality of life" primarily for servicemen, and to some extent for dependents and retirees (e.g., exchanges, theaters, libraries, religious activities, and sports and entertainment facilities).

The amount of manpower required in Base Operating Support is dependent upon: (a) the number of installations; (b) the size and composition of the force structure; (c) the size and composition of the population supported; and (d) the range and level of services provided. The decision to open or retain an installation generates a workload. Part of this workload is relatively insensitive to the number of people supported by the installation. This portion of the workload is known as "fixed" since the mere existence of the installation generates the work. Road repair is an example.

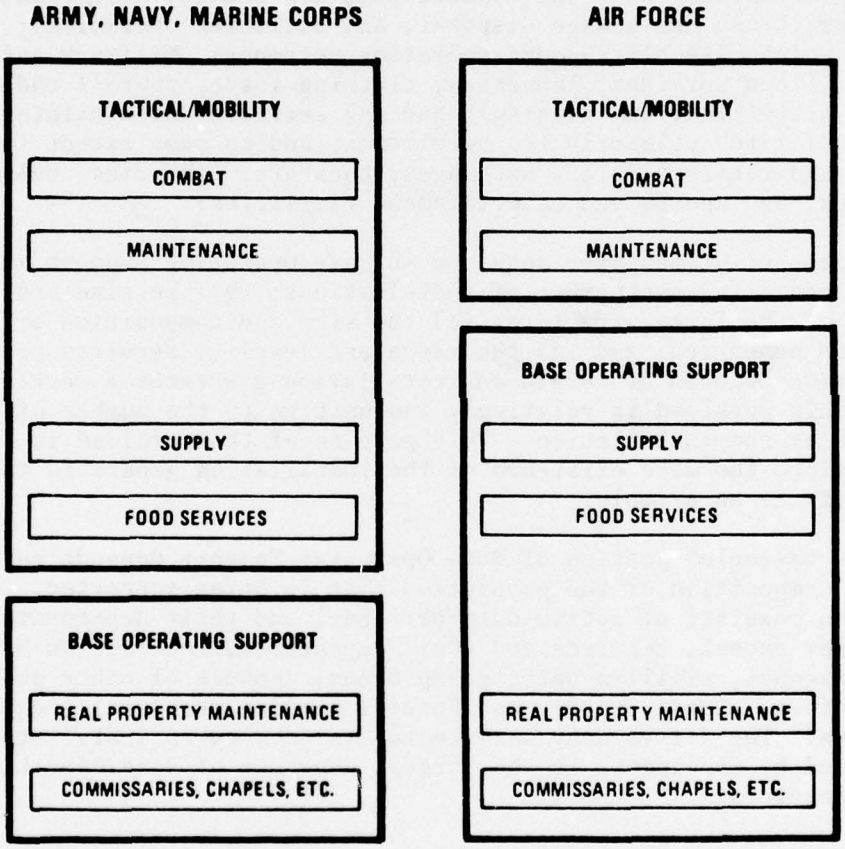
The "variable" portion of Base Operating Support depends upon the size and composition of the population that is being supported. This population consists of active duty personnel and their dependents, and to a lesser extent, retirees and their dependents, Reserve and National Guard personnel, civilian Defense employees, members of other uniformed services (e.g., Coast Guard), and Foreign Service personnel and their dependents. The active duty serviceman assigned to an installation and accompanied by dependents is the largest consumer of Base Operating Support services.

Accounting for Base Operating Support manpower varies among the Services. All the Services include in the Base Operating Support category those people who provide fixed-site services such as housing and real property maintenance. However, in the Army, Navy, and Marine Corps, manpower providing food, transportation, and supply-type services

to divisions and ships are integral with those units for operational purposes and are counted as mission manpower; the Air Force accounts for this manpower in Base Operating Support, while carrying only operations and maintenance manpower in its Strategic and Tactical/Mobility categories.

The differences among the Services are illustrated in the following comparison.

Comparison by Service of Base Operating Support Functions



The following table summarizes Base Operating Support manpower.

Base Operating Support Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Army			
Military			
Active	47.7	46.4	44.6
Reserve Components	18.1	17.6	18.1
Civilian	131.6	138.0	133.2
Navy			
Military			
Active	45.7	49.6	48.4
Reserve Components	11.0	5.2	-
Civilian	65.1	64.2	62.6
Marine Corps			
Military			
Active	21.3	20.1	20.0
Reserve Components	-	-	-
Civilian	14.6	14.6	15.1
Air Force			
Military			
Active	137.2	131.2	131.2
Reserve Components	3.9	4.0	4.1
Civilian	90.3	87.8	85.3
Defense Agencies			
Civilian	6.1	6.0	6.0
Total Base Operating Support			
Military			
Active	251.9	247.3	244.2
Reserve Component	33.0	26.8	22.2
Civilian	307.7	310.6	302.2

The decrease of Army active military in FY 1978 results from a training base support reduction. In FY 1979, Army active military decreases because of a reduction in correctional facilities, civilianization of military police law enforcement functions, additional reductions of training base support requirements, and a reduction of Army

bands. These reductions are partially offset by additional requirements in Europe to support force improvements, ammunition management (Korea), WESTPAC III review, Eniwetok clean-up operations, postal function realignment, and restoration of race relations reductions.

The FY 1978 Army civilian manpower increase is primarily the result of a restructuring which transferred manpower from the Tactical/Mobility category.

The Army's FY 1979 civilian strength reduction can be attributed to: withdrawal from Korea; transfer of functions in Japan from the Army to the Air Force and Marine Corps; transfer of selected real property maintenance functions in the US to the Air Force; exclusion from Army end strength of Berlin, Germany civilian indirect hires; reductions in training support; and programmed inhouse-to-contract conversions of various base operations functions. These reductions are partially offset by a transfer from Force Support Training category and civilianization of military police positions.

The FY 1978 increase in Navy military manpower is in part brought about by projected elimination of end FY 1977 strength shortfall in BOS.

Navy military and civilian manpower decreases in FY 1979 are due to the planned transfer of undergraduate helicopter training responsibility to the Army in FY 1979; reductions of base operating support personnel at recruit training facilities; and diminished active support requirements of the Naval Reserve aviation program. The reductions are partially offset by a number of minor increases in fleet support requirements.

The elimination of Navy Selected Reserve manpower in FY 1979 reflects the transfer of these personnel to the IRR.

The Marine Corps civilian manpower increases from FY 1978 to FY 1979 are due to the functional transfer of the Makiminato Service Area, Okinawa, Japan, from Army to Marine Corps.

The FY 1978 decreases in Air Force active and civilian manpower reflect continuing initiatives to improve the efficiency of support operations. The manpower savings result from base realignment actions, consolidation of airlift activities, development and application of manpower standards, consolidation of real property maintenance activities, and a number of other actions.

An increase in FY 1979 Air Force active military manpower for maintenance and support of chemical warfare defensive equipment is partially offset by support reductions associated with the phased implementation of the Joint Surveillance System. FY 1979 Air Force civilian decreases

are associated with planned inservice-to-contract conversions, deletion from end strength accountability of indirect hire authorizations in Berlin funded directly by the Federal Republic of Germany, and phase out of caretaker support at Ellington AFB, Texas.

C. Medical Support

The people in Medical Support are involved in the military direct-care medical system. They provide for the operations of the 170 hospitals and 203 separate outpatient clinics with a total of 22,391 operating beds. These medical people are the individuals required to provide a nucleus around which to build our wartime medical force. The medical care demands of the active duty force in peacetime are less than the delivery capability of the medical manpower nucleus. Therefore, use of the direct-care system by retirees, dependents, and other DoD beneficiaries increases peacetime utilization of this nucleus of medical manpower.

Medical manpower is routinely assigned to fixed-site medical activities such as hospitals and clinics, and to operational billets in ships and in field medical battalions. However, many medical support personnel assigned to operational billets often work in hospitals and other fixed-site facilities during peacetime when not performing their tactical mission.

The Department is currently facing a physician shortage of about 10 percent of authorized strength; however, projections indicate that the shortage will be overcome by the early 1980s. Major factors supporting this prediction are projected increases in the national supply of physicians and improved retention of physicians entering military service via the Armed Forces Health Professions Scholarship Program.

The beneficiary population eligible for care in DoD medical facilities has remained relatively constant over the past few years. However, admissions and the average beds occupied have been declining for several years. Between 1973 and 1976, admissions declined 11% and beds occupied declined 27%. The national trend towards providing maximum care on an outpatient basis, especially for minor surgery such as tonsillectomies, and new technology have contributed to this decline in hospitalization. This decline is expected to continue, but at a lesser rate. Outpatient visits to DoD medical facilities have remained relatively stable. The Military Departments have made a concerted effort to reduce the length of stay, particularly for active duty military, in DoD medical facilities to decrease operating costs.

Of approximately eight million beneficiaries eligible for the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS), about one million annually actually receive health care from civilian sources under the program. These people are authorized use of CHAMPUS

when the inpatient care they need is not available in a uniformed service facility within a 40 mile radius of their residence. For outpatient care they can exercise their own discretion on a cost sharing basis. While the cost of the CHAMPUS program had been increasing markedly until FY 1975, tighter program controls and improved management have brought the program under control since that time. However, inflation continues to more than offset savings from reductions in program growth.

CHAMPUS Costs Since FY 1974

Fiscal Year	CHAMPUS Cost ($ millions)
1974	482
1975	526
1976	516
19TQ	136
1977	567
1978	559
1979	443 1/

1/ Reduction due to change in time at which funds are obligated for services. In the past, claims have been considered to be valid government obligations at the time the service was rendered. Beginning in FY 1979, the proposed change in fiscal procedures records a CHAMPUS claim as a valid obligation only after the claim has been adjudicated and determined to be a valid claim against the government.

The number of people needed to staff medical activities is based on detailed workload studies and manpower surveys for each facility. Projected CHAMPUS funding is based on the expected average number of claims per person using CHAMPUS, the growth in population using the program, and expected inflation of civilian medical costs.

The following table summarizes Medical Support manpower:

Medical Support Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	85.4	84.6	85.6
Reserve Components	10.2	9.6	8.9
Civilian	40.9	41.9	42.1

The FY 1979 manpower increase reflects a transfer from Army Base Operations for support of permanent stationing of Brigade 76, improved enlisted staffing of Navy medical care facilities at major Navy Regional Medical Centers throughout the United States, and other minor adjustments.

The reduction in Reserve Component manpower reflects the transfer of Navy Selected Reservists in this function to the IRR.

D. Personnel Support

Personnel Support provides several varied services including recruiting and examining, the overseas dependents education program, reception centers, disciplinary barracks, centrally-funded welfare and morale programs, the Armed Forces Information Program, and civilian career training and intern programs.

1. Recruiting and Examining

The people associated with recruiting and examining operate about 6,000 recruiting offices, manage the recruiting program, and operate 66 Armed Force Entrance and Examination Stations. In FY 1979, approximately 24,900 military and civilian personnel are associated with recruiting and examining.

2. Overseas Dependent Education Program

The people associated with the Overseas Dependent Education Program operate the elementary and secondary school systems for the children of military and Defense civilian personnel stationed outside of the United States. In FY 1979 about 9,500 civilians are associated with Overseas Dependents Education and are shown in the Defense Agency strengths rather than in the individual Departments.

3. Other Personnel Support

The people associated with Other Personnel Support are involved in the operation of Armed Forces reception centers, disciplinary barracks (including rehabilitation and retraining activities), centrally funded welfare and morale programs, the Armed Forces Information Program, and other similar activities.

The following table summarizes the people in Personnel Support:

Personnel Support Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Recruiting and Examining			
Military			
Active	21.4	21.2	21.0
Civilian	3.7	3.9	3.9
Overseas Dependent Education Program			
Civilian	9.5	9.5	9.5
Other Personnel Support			
Military			
Active	8.0	7.9	7.9
Civilian	5.2	6.4	6.2
Total Personnel Support			
Military			
Active	29.4	29.1	28.9
Reserve Components	-	-	-
Civilian	18.4	19.8	19.6

Overall, Personnel Support Manpower remains relatively stable, although a number of internal adjustments are planned.

Navy military manpower is reduced in FY 1978 due to reductions of Navy band strength at several locations and other minor adjustments. A further reduction of 100 military in FY 1979 reflects a general decline of Navy active strength requirements in support of CONUS Armed Forces Entrance and Examination Stations.

Both Air Force active military and civilian strengths increase in FY 1978 primarily due to the transfer of base education counselors and the Air Force Band and choral group from other DPPCs into Personnel Support. These increases are partially offset by reductions in the Air Force's correctional rehabilitation and human relations education programs.

E. Individual Training

This section presents only a short overview of Individual Training in the Department of Defense. A detailed analysis of individual training conducted by the active training establishment is presented to the Congress in the Military Manpower Training Report for FY 1979.

The people included in this category are those who conduct and support centrally managed Service training activities in schools and training centers. This category does not include the people undergoing training -- the trainees, students, cadets, and midshipmen -- who are reported under the Individuals category, discussed in Chapter VIII. The training addressed in this category imparts required skills and knowledge to individuals so that they are prepared to apply these skills in later assignments as members of operational organizations. This focus on the individual distinguishes Individual Training from Force Support Training, which is training conducted by operational units in order to achieve and maintain their combat readiness.

A smoothly functioning, efficient, and ready military establishment must be manned with the right number of properly trained personnel. Producing these trained personnel is the task of the training establishment. The number of personnel which must be trained in a given skill is a function of projected skill requirements versus projected skill inventories. If the inventory of qualified personnel in a skill is forecast to be less than the need, replacements must be trained in advance to fill the vacancies.

Reserve Component manpower devoted to Individual Training provides for mobilization augmentation of the active training establishment. Included are both units and individuals. A Reserve Component training organization, for example, would activate a training center, and mobilization designees from other Reserve Components would provide augmentation staffing for existing centers.

The requirement for Individual Training manpower is based, in part, on the total number of personnel to be trained whether assigned to a school or attending in temporary duty status. Both active and Reserve Component military personnel, as well as personnel from other government agencies (e.g., Coast Guard) and foreign military students, influence Individual Training manpower. The number of personnel required to instruct and support a given student/trainee workload is based on work measurement studies and historical experience, codified into staffing guides and other manning documents. The overall size of the active training establishment is sensitive to the number of new active and reserve accessions and the rate of retention of experienced personnel. It is also strongly influenced by the mix of types of training, methods of instruction, and the amount of training equipment which must be operated and maintained.

In the active training establishment, the people associated with Individual Training are subdivided into five categories, each of which is briefly described in the following paragraphs.

1. Recruit Training

The people involved in recruit training provide the basic introductory and indoctrination training given to non-prior service enlisted personnel, including reservists, immediately after entrance into a Service.

2. Officer Acquisition Training

The people associated with this category provide training programs leading to a commission in one of the Services. Included are the faculties and staffs of the Service academies, ROTC instructors, and instructors and staffs in officer candidate schools.

3. Specialized Skill Training

The people associated with specialized skill training provide individuals with skills needed in military specialties. Participants include graduates from recruit or officer acquisition training who are learning skills at the basic level and, at the more advanced level, officers and enlisted personnel with some operational experience who are being prepared for jobs of greater responsibility or technical complexity. The Army has combined recruit and specialized skill training for many new entrants into one-station unit training, conducted as a single course at one location.

4. Flight Training

The people associated with flight training provide undergraduate training of pilots, navigators, and Naval flight officers, exclusive of Force Support Training and the training carried out in operational units. Included also are people responsible for providing some related advanced flight training, such as Army instructor flight training.

5. Professional Development Education

The people in this category provide educational courses conducted at the higher-level Service schools or civilian institutions to broaden the outlook and knowledge of senior military personnel or to impart knowledge in advanced academic disciplines to meet Service and joint requirements. Almost all of these people are involved in operating the intermediate and senior Service and Joint schools (i.e., command and staff colleges and war colleges and the National Defense University) and Service graduate schools (i.e., Air Force Institute of Technology, and Navy Postgraduate School).

The following table summarizes Individual Training manpower.

Individual Training Manpower 1/
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Army			
Military			
Active	45.2	41.5	38.8
Reserve Components	36.2	36.3	37.8
Civilian	13.7	13.0	12.1
Navy			
Military			
Active	24.8	28.4	23.6
Reserve Components	2.4	0.2	-
Civilian	4.4	4.4	4.2
Marine Corps			
Military			
Active	8.4	7.9	7.3
Reserve Components	-	-	-
Civilian	0.2	0.3	0.2
Air Force			
Military			
Active	19.6	19.1	19.8
Reserve Components	-	-	-
Civilian	5.9	5.7	5.3
Defense Agencies			
Civilian	0.2	0.4	0.5
Total Individual Training			
Military			
Active	98.0	96.9	89.5
Reserve Components	38.6	36.5	37.8
Civilian	24.4	23.8	22.3

1/ Excludes active military and Reserve Component trainees and students, and Service Academy and ROTC cadets (see Chapter VIII).

Overall Individual Training manpower, as the table shows, is substantially reduced, particularly between FY 1978 and FY 1979. This reduction is produced by a combination of efforts toward greater efficiency in training, some of which are:

- The Navy recruit training course length has been reduced from nine weeks in FY 1977 to just under seven weeks in FY 1979. The Marine Corps course will be shortened from the current eleven weeks to nine weeks in FY 1979. These actions coupled with reductions in untrained entrants allow a reduction of nearly 600 training staff members in these two Services.

- Manpower in support of specialized skill training has been reduced by 3,100 military and 1,100 civilian spaces from FY 1978 to FY 1979. These savings result principally through shortening courses, increasing the amount of on-the-job training in lieu of formal training, and similar efficiencies.

- Military and civilian staffs in officer acquisition training will be reduced by approximately 7% from FY 1977 to FY 1979.

These actions cause reductions in numbers of trainees and students as well as in training staffs. Trainees and students are discussed in Chapter VIII.

Specific reasons for changes in Individual Training manpower in the Services are discussed in the following paragraphs.

Army military manpower decreases in FY 1978 and FY 1979 result from specialized skill training reductions. The Army has also realized substantial savings through the use of one-station unit training (OSUT) courses, which combine in one course at one location recruit and specialized training. Army civilian manpower decreases are due to a reduction in training load support requirements. This decrease is partially offset by an increase of 200 spaces resulting from civilianization of selected positions in the Reserve Officer Training Corps.

The Navy experienced a manning shortfall of about 3,200 military at the end of FY 1977, which accounts for most of the difference between FY 1977 and FY 1978. The reduction of Navy active military in FY 1979 is primarily the result of decommissioning the ship used for aviation training; planned transfer of undergraduate helicopter training responsibility to the Army and other sizeable reductions in training squadron

staffs; reductions in specialized skill training staffs; and the reduction in the length of the Navy recruit training course.

The phaseout of Navy Selected Reservists reflects transfer of these personnel to the IRR.

The decreases in both Air Force active military and civilians in FY 1978 result from management initiatives to streamline training organizations, reduce course lengths, and eliminate nonessential training.

The increases in Air Force active military in FY 1979 are primarily attributable to increased flying training. These increases are partially offset by continued efforts to effect training efficiencies and decreases in accession rates; these factors are the primary reason for the overall Air Force civilian reduction.

F. Force Support Training

Force Support Training consists largely of Air Force and Navy advanced flight training and Army specialized warfare training activities. It provides specific skills for mission accomplishment and the necessary link between the centrally managed training activities that provide individuals the basic skills to do a job, and the operational units themselves. Advanced training is provided by Fleet Readiness Squadrons (Navy), Marine Combat Crew Readiness Training Groups, and Combat Crew Training Squadrons (Air Force). It is conducted in the specific aircraft to be flown into combat, thus making the transition from the undergraduate training aircraft, where the basic flying skills are learned, to the high performance operational aircraft. When aviators leave advanced flight training, they are ready to join deployed operational units and can fly combat missions.

The Army operates specialized warfare centers (i.e., arctic and jungle warfare), and the Navy operates fleet training groups which provide underway training assistance to ships.

Force Support Training
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Army			
Military			
Active	1.3	0.9	0.8
Reserve Components	-	-	-
Civilian	1.1	1.5	0.9
Navy			
Military			
Active	12.7	13.9	14.0
Reserve Components	0.9	0.5	-
Civilian	1.4	1.4	1.4
Marine Corps			
Military			
Active	2.3	2.7	2.7
Reserve Components	-	-	-
Civilian	*	*	*
Air Force			
Military			
Active	20.1	22.0	22.5
Reserve Components	1.7	1.7	-
Civilian	2.4	2.6	1.9
Total Force Support Training			
Military			
Active	36.4	39.5	40.0
Reserve Components	2.6	2.2	-
Civilian	4.9	5.4	4.2

NOTE: Detail may not add to totals due to rounding.

*Fewer than 50.

The FY 1979 Army civilian manpower reduction is a net adjustment reflecting a transfer of 700 civilians from Force Support Training category to Base Operations category and an increase of 100 for a workload increase in force related training.

The increase in FY 1978 Navy military is due to elimination of a 1,200 military manning shortfall experienced at the end of FY 1977. The increase in FY 1979 is associated with Navy's readiness training squadrons.

The phaseout of Navy Selected Reservists reflects the transfer of these personnel to the IRR.

Air Force active military manpower increases in FY 1978 are due to establishment of an additional squadron of F-5E Aggressor training aircraft, increased tactical training aircraft and range equipment, implementation of the Ready Team program (discussed in Chapter XII), and establishment of the F-106 gun training program. These increases are partially offset by economies in aircraft maintenance at tactical ranges in Europe and improved efficiency of security operations. The civilian increase in FY 1978 results from military to civilian conversion of tactical training support activities.

In FY 1979 Air Force active military increases result from additional Aggressor training aircraft, an increase in chemical warfare defensive training capability, and increases in tactical range equipment.

The decrease in ANGUS and Air Force civilian manpower in FY 1979 reflects the realignment of tactical training aircraft to the Tactical Air Forces DPPC as combat aircraft with peacetime training missions.

G. Central Logistics

An adequate logistics capability is essential to maintaining the operational capability of the Armed Forces. Logistics support occurs at every organizational level in DoD and includes over a million people. The centrally managed supply, maintenance and other logistics activities are classified as Central Logistics. They currently employ some 380,000 people who are divided into the following three categories:

1. Supply Operations

The people employed in supply operations at the central or wholesale level buy, store, distribute, manage and control the supplies and spare parts needed by the Services. The factors influencing the workloads and manpower required at the central supply activities include:

- the amount of equipment being used;
- the anticipated tempo of operations of the Armed Forces;
- the desired level of combat readiness;
- the maintenance required on the equipment; and
- introduction or phase-out of equipment.

2. Maintenance Operations

Central or depot level maintenance manpower is required to repair, overhaul and modify equipment and components. Factors influencing the maintenance workloads to be performed and the manpower required at the shipyard or depot level include:

- the size of the equipment inventory;
- the rate of use and conditions under which it is used;
- the desired level of materiel readiness;
- the maintenance, repair and overhaul policies and standards established for each type of equipment;
- the backlog carried forward from previous years and allowed to be carried over to future years; and
- the amount of central maintenance to be contracted to the private sector. (About 30 percent of the mission essential depot maintenance is now accomplished by private industry on contract.)

3. Logistics Support Operations

This category contains manpower for centralized logistics activities, other than supply and maintenance. Specifically included are: industrial preparedness, second destination transportation, property disposal, production engineering and testing, construction planning and design, operation of printing plants, storage and disposal of inactive equipment (including aircraft), logistics administrative support, and other centrally managed logistic support services. Corresponding Reserve Component units are also included in this category.

There are more than 200 facilities or activities in DoD whose major mission is central or depot-level supply, maintenance or other logistics support. The following discussion addresses the major facilities of each component.

Army Central Supply and Maintenance Operations are performed in Army Depots and other Army logistic facilities worldwide. Major logistics responsibilities for the US Army reside in the US Army Development and Readiness Command (DARCOM) which oversees six major commodity commands, primarily responsible for inventory management and other logistic support. These include: Tank and Automotive at Warren, Michigan; Aviation and Troop Support at St. Louis, Missouri; Communications and Electronics at Ft. Monmouth, New Jersey; Missile at Huntsville, Alabama; and Armaments at Rock Island, Illinois.

Navy Central Logistic Support is organized under the Naval Material Command in Washington, D.C. with subordinate systems commands for air, sea, electronics, supply, and facilities. Central logistic operations in the Navy take place within these systems commands at five Navy inventory control points, six Naval supply centers, eight Naval shipyards, six Naval air rework facilities and numerous other facilities. Marine Corps Central Logistics Support operations are performed principally at two logistic support bases: Albany, Georgia and Barstow, California.

Air Force Central Logistics Operations are the responsibility of the Air Force Logistics Command (AFLC), Dayton, Ohio. Inventory management, depot-level supply and maintenance operations take place primarily at the five Air Logistics Centers at Ogden, Utah; Oklahoma City, Oklahoma; Sacramento, California; San Antonio, Texas; and Warner-Robins, Georgia.

The Defense Logistics Agency, with Headquarters in Alexandria, Virginia, operates through six Defense Supply Centers, four Defense Depots, nine Contract Administration Services Regions and other facilities and offices.

The determination of logistics manpower requirements is accomplished by the Military Departments and Defense Agencies through a series of techniques including: engineered and statistical manning standards; manning guides based on past experience; and the projected supply and maintenance needs of the operating and support forces.

In FY 1979, approximately 374,000 men and women will perform central logistics functions. This includes 353,500 civilians (mostly wage board), 20,000 active military and 400 reservists as shown in the following table.

Central Logistics Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Supply Operations			
Military			
Active	6.7	6.8	6.8
Reserve Components	1.1	1.3	-
Civilian	112.5	112.9	111.9
Maintenance Operations			
Military			
Active	6.6	7.3	7.2
Reserve Components	3.6	3.6	0.4
Civilian	205.2	207.4	203.1
Logistics Support Operations			
Military			
Active	5.1	5.9	6.0
Reserve Components	1.7	1.1	-
Civilian	39.7	40.5	40.3
Total Central Logistics			
Military			
Active	18.5	19.8	20.0
Reserve Components	6.4	6.0	0.4
Civilian	357.4	360.8	355.4

NOTE: Detail does not add to totals due to rounding.

The Central Logistics manpower requirements reflect the net of a number of program changes in the Army, Navy and Air Force.

In Supply Operations the FY 1978 active military and civilian strength reflects the projected elimination of undermanning which occurred at the end of FY 1977 in the Army, Navy, and Defense Logistics Agency. This increase is partially offset by a transfer of the Navy's Centrally Managed Civilian Development Program from this category to the Personnel Support Category. The number of civilians in Supply Operations decreases in FY 1979 are due to declining workloads in Army munitions facilities and supply depots.

In Maintenance Operations civilian strength increases in FY 1978 to support increased Naval Shipyard workload in the Fleet Repair, Alteration and Conversion Programs. This increase is partially offset by reductions due to flying hour and aircraft inventory changes, and to manpower efficiencies associated with Depot Plant Modernization Program. In addition, manpower savings are accrued as a result of designating Army as the Single Manager for Conventional Munitions. Civilians decrease in FY 1979 as a result of programmed inservice-to-contract conversions in the Air Force and Navy, reductions in Naval Air Rework Facilities and Navy property disposal activities, and increased productivity in Naval Ordnance Activities.

In Logistics Support Operations active military increases are related primarily to an increase for the Army's Programmed Improvement of Reserve Components (PIRC), and the Navy Regional Data Automation Command (NARDAC). The Navy reorganized its ADP functions into a central activity (NARDAC) and transferred the resources from existing ADP resources in other categories in the Navy to this category.

Army civilians are decreased in FY 1979 in industrial preparedness operations and project manager activities.

H. Centralized Support Activities

The manpower in this category is for centralized support to multiple missions and functions which do not fit other DPPCs. Examples include:

1. Combat Developments Activities. These activities are engaged in the development, testing, and evaluation of new concepts, tactics, organization structure and equipment requirements, policies, usages of equipment, etc.

2. Counterintelligence and Investigative Activities. The people associated with counterintelligence and investigative activities perform investigations of applicants for Defense positions requiring security clearance and operate various programs designed to prevent the compromise of classified information. Included are the people for the Defense Investigative Service. This category also includes people associated with Service counterintelligence and criminal and fraud investigative activities.

3. Civil Air Patrol. The Department of the Air Force has the mission of providing support to the Civil Air Patrol. The requirements for people in this activity are related to the organization of the Civil Air Patrol, currently one wing for each state and also for the District of Columbia and Puerto Rico.

4. Criminal Investigation Activities. The people assigned to these organizations investigate crimes committed on DoD property (including leased space) and assist federal, state, and local law enforcement agencies in investigations of alleged crimes involving defense personnel. The manpower requirements are a function of workload and the geographic dispersion of defense installations.

5. Intelligence Support Activities. Included are people assigned to the Air Force Intelligence Service which provides specialized intelligence services to Headquarters USAF and USAF commanders worldwide.

6. Security Assistance Activities. In support of US national security, the US government provides defense material and services to certain foreign governments. Some is in the form of US funded grant aid under the Military Assistance Program (MAP) and the International Military and Education Training Program (IMET). The current majority of security assistance is fully funded by the foreign governments through the Foreign Military Sales (FMS) program.

Security assistance manpower in the Centralized Support Activity category is limited to people who work full-time on MAP efforts or specific FMS cases. Activities include Military Assistance Advisory Groups, Mobile Training Teams, Technical Assistance Field Teams, and similar organizations abroad.

The Centralized Support Activity category does not contain all security assistance manpower. In particular, most people supporting FMS spend only part of their time on FMS or perform overall administrative work that cannot be associated with a specific FMS case. Spaces for these people are incorporated in other DPPCs which describe their jobs better; i.e., training, logistics, management headquarters.

The growth of security assistance programs places increasing demands on, and must compete with other DoD needs for, limited manpower resources. The Department is currently developing a standard system to improve the accounting for all security assistance manpower.

7. Other Support. Certain support elements of Unified commands, international military organizations and the office of the Secretary of Defense.

The following table summarizes Centralized Support Activities Manpower:

Centralized Support Activities Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	41.2	44.2	44.4
Reserve Components	10.3	10.4	8.7
Civilian	54.2	56.3	58.2

The increase in active military and civilian manpower from FY 1977 to FY 1978 is due primarily to accounting changes. In addition, the FY 1978 strengths reflect elimination of an end FY 1977 Navy active military shortfall of 700, increased workloads in Foreign Military Sales (FMS) programs, and other minor adjustments.

The active military and civilian strength increases in FY 1979 are due primarily to increased FMS workload. About 800 of the civilian increase is an accounting transfer in the Army from the Logistics category. Another 700 is an Army increase and associated with support to Saudi Arabia. The cost of manpower supporting FMS is reimbursable. The active military increase in FY 1979 is partially offset by a reduction of Army support activities in Korea.

The reduction of Reserve Component strength in FY 1979 reflects the transfer of Navy Selected Reservists in this function to the Individual Ready Reserve (IRR).

I. Management Headquarters

Organizational elements or units of all DoD Components are designated as Management Headquarters activities when their primary mission requires that they substantially perform the following for organizations or units at a lower echelon:

- Policy development and/or guidance,
- Long range planning, programming, and budgeting,
- Management and distribution of resources,
- Program performance review and evaluation.

Management Headquarters activities also include units whose primary mission is to provide direct professional, technical, administrative or logistics support to a Management Headquarters.

Department of Defense Management Headquarters are divided into the following categories: Defense Agencies, International Military Organizations, Unified Commands, Service Support-Combat Commands, and Service Support-Support Commands.

1. Defense Agencies. These headquarters are responsible for direction and control of the defense agencies. Included are the headquarters of:

Defense Advanced Research Projects Agency
Defense Civil Preparedness Agency
Defense Communications Agency
Defense Contract Audit Agency
Defense Intelligence Agency
Defense Investigative Service
Defense Logistics Agency
Defense Mapping Agency
Defense Nuclear Agency
National Security Agency/Central Security Service*

* Civilian manpower not included in the Defense Manpower Requirements Report.

Also included with this category is the Office of the Secretary of Defense and the Organization of the Joint Chiefs of Staff.

2. International Military Headquarters. These headquarters are responsible for the command and control of operating forces of allied nations in combined military operations. Included are:

NATO Headquarters

NATO Military Committee
Allied Command Atlantic
Allied Command Europe

Allied Forces - Northern Europe
Allied Forces - Central Europe
Allied Forces - Southern Europe

Other International Headquarters

Central Treaty Organization
North American Air Defense Command
United Nations Command (Korea) 1/

1/ Consolidated with Eighth Army and U.S. Forces Korea.

3. Unified Command Headquarters. These headquarters are responsible for the command and control of operating forces of all Services in unified and coordinated activities under the direction of the Joint Chiefs of Staff. Included are:

Atlantic Command
U.S. European Command
U.S. Pacific Command
U.S. Southern Command
U.S. Readiness Command

4. Service Support - Combat Commands. These headquarters provide Service command and control of deployed (or deployable) forces and forces tasked with the defense of the United States. Also included are corresponding Reserve Component headquarters. The headquarters elements of the following organizations are included:

Army	Navy and Marine Corps
U.S. Army, Europe	U.S. Navy, Atlantic Fleet
U.S. Army Forces Command	U.S. Navy, Pacific Fleet
U.S. Army, Japan	U.S. Naval Forces, Europe
8th Army	Numbered Fleets
Military Traffic Management Command (and regional headquarters)	Navy Type Commands
	Fleet Marine Forces
	Military Sealift Command

Air Force

Strategic Air Command 1/
Alaskan Air Command
Aerospace Defense Command 1/
Tactical Air Command
U.S. Pacific Air Forces
U.S. Air Forces, Europe
Military Airlift Command 1/
Numbered Air Forces

1/ Specified Commands

5. Service Support - Support Commands. These headquarters provide operational and administrative control of the military service support commands. Also included are corresponding Reserve Component headquarters. Examples of Service Support-Support Commands include: the Service Secretariats, the Army Staff, Air Staff, and Chief of Naval Operations Staff, training commands such as Army's Training and Doctrine Command, and the Air Force Air Training Command, and the depot-level logistics activities such as the Navy Material Command and Systems Commands, and the Air Force Logistics Command.

The following table summarizes the manpower in Management Headquarters.

Management Headquarters Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	39.2	38.6	38.6
Reserve Components	3.9	3.4	1.1
Civilian	36.3	36.5	36.7

Overall, Management Headquarters manpower remains relatively stable. The decrease in the Reserve Components reflects the transfer of Naval Selected Reservists in this function to the IRR.

J. Federal Agency Support

Federal Agency Support includes military and some civilian individuals assigned to Federal departments and independent agencies. The DoD assigns people to these organizations when it furthers the interests of DoD or when authorized by law. Assignments are reimbursable except in those instances where the mission is specifically given to DoD. A significant amount of effort has been expended to either control or reduce the level of military people assigned in support of various non-DoD functions. Examples of Federal Agency support are the 1,300 Marine Corps Embassy guards and the almost 800 people assigned to the National Science Foundation (NSF). The NSF draws upon existing DoD (Navy) resources and capabilities to support its Antarctic program rather than forming and training an aviation unit.

The following table summarizes DoD personnel assigned to support other Federal agencies. There is no significant change in Defense manpower authorizations for this category over the FY 1977 - FY 1979 time period.

Federal Agency Support Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	2.9	2.5	2.9	2.9
Reserve Components	*	*	*	-
Civilian	*	*	*	*

*Fewer than 50

K. FY 1980 Support Activities Manpower Requirements

The following table shows Support Activities military and civilian manpower requirements for FY 1980 compared with FY 1979.

Support Activities Manpower
(End Strength in Thousands)

	Active Military		Reserve Components		Civilian	
	FY 79	FY 80	FY 79	FY 80	FY 79	FY 80
Base Operating Support	244.2	240.9	22.2	22.9	302.2	301.3
Medical Support	85.6	85.1	8.9	9.5	42.1	42.2
Personnel Support	28.9	28.9	-	-	19.6	19.6
Individual Training	89.5	90.9	37.8	39.5	22.3	23.0
Force Support Training	40.0	40.6	-	-	4.2	4.2
Central Logistics	20.0	20.0	0.4	0.4	355.4	355.8
Centralized Support Activities	44.4	44.0	8.7	9.2	58.2	58.6
Management Headquarters	38.6	38.6	1.1	1.1	36.7	36.5
Federal Agency Support	2.9	2.9	-	-	*	*
Total	594.1	591.9	79.1	82.6	840.7	841.2

NOTE: Detail may not add to totals due to rounding.

*Fewer than 50.

CHAPTER VIII

INDIVIDUALS

A. Introduction

Military manpower is divided into two broad categories: force structure and individuals. All of the manpower in the previously discussed manpower categories is considered force structure manpower. The force structure is the aggregation of units required for sustained performance of the Defense mission. The manpower for each unit is determined on the basis of workload, combat doctrine or other organizational criteria.

Not included in unit manning documents are military personnel being transferred between units, undergoing certain types of training, receiving medical treatment on a full-time basis, imprisoned, or awaiting separation. These people are accounted for in the Individuals category. For example, the manpower required to staff a recruit training center with instructors and administrators is accounted for in a unit manning document and is part of the force structure, but the recruits in training are accounted for in the Individuals category. Similarly, a hospital's staff is part of the force structure while the patients are considered Individuals.

There is no Individuals category for civilian manpower. Compared to the military system, the civilian system must provide for only a few moves and relatively little training. Sick leave is factored into a manhour availability used to convert industrial workloads into strength requirements. Civilian trainees jobs are programmed as part of the overall work force at an activity. When civilians are away from their jobs for long-term professional development training, they are not replaced. Their duties are absorbed by temporary reassignment of their work to other employees.

Manpower planning for the Individuals categories is approached differently than for the force structure. This is due to the uncertainty associated with the planning factors. In the training area, lengths of some courses are known in advance; others, however, depend on the rate at which the material is learned. The numbers of people who will attend those courses are based on estimates and are subject, to some extent, to uncontrollable factors. For example, the number of people going through recruit training depends upon the success of the recruiting effort which is not completely controllable. Factors in other areas, such as patient load in hospitals, are completely unpredictable. These types of estimates are usually projected from historical data.

Individuals serve the entire force structure. Therefore, if manpower allocated for Individuals is insufficient for real needs, shortages of personnel will occur in the force structure. For example, assume we calculate that 72,400 transients are required at end FY 1979. Suppose

we attempt to save manpower by programming for only 68,000. Unless we change policies to reduce the number or length of moves, the result will be an unplanned shortage of 4,400 people in force structure units, with commensurate degradation of force readiness.

The following table summarizes Individuals military manpower.

Individuals Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active			
Transients	81.4	76.1	72.4
Patients/Prisoners/Holdees	15.2	13.7	13.7
Trainees/Students	212.7	196.0	182.6
Cadets	13.4	13.1	13.1
Total DoD	322.7	298.9	281.7
Reserve			
Trainees and Students 1/	25.5	25.2	25.3

Note: Detail may not add to totals due to rounding.

1/ Reservists on initial active duty for training.

B. Transients

Transient requirements are largely a function of the Permanent Change of Station (PCS) move program. Transient manpower spaces are provided to account for time consumed during PCS moves and include travel, leave enroute, and temporary duty enroute. Leave enroute allows people time to relocate between assignments. Temporary duty enroute is usually associated with preparing people for their next duty assignment. PCS move requirements are driven by annual accessions and losses, tour length, skill/job matches, number of people in deployed areas, and the total number of people in the Armed Forces.

The following table summarizes Transient military manpower by Service.

Transients Manpower
(End Strengths in Thousands)

	FY 77	FY 78	FY 79
Military			
Active			
Army	27.1	23.9	22.6
Navy	25.8	23.5	23.5
Marine Corps	10.1	10.0	9.6
Air Force	18.4	18.7	16.7
Total	81.4	76.1	72.4

Note: Detail may not add to totals due to rounding.

Projected Transient strengths for FY 1978 and 1979 are based upon historical experience of the average enroute time per PCS move and the projected PCS move program for the fiscal year. The general downward trend is due the decreasing numbers of non-prior service accessions and to the continuing DoD actions to reduce unnecessary personnel turbulence and stabilize the length of tours.

C. Patients, Prisoners, and Holdees

This account provides manpower to offset losses to units resulting from hospitalization, confinement in a military disciplinary facility, or assignment to a correctional training facility. It also accounts for personnel awaiting reassignment upon termination of medical treatment, awaiting administrative discharge, or in the process of separating from active duty. Patient and prisoner projections are based on historical incidences of noncombat casualties, illnesses and confinement. Holdees, or personnel awaiting reassignment or separation, are based on average delays and incidence of people experiencing these delays.

The following table summarizes Patients, Prisoners, and Holdees military manpower.

Patients, Prisoners, and Holdees Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	15.2	13.7	13.7

The projected decline is due to an expected reduction in personnel awaiting separation.

D. Trainees, Students, and Cadets

The number of trainee and student spaces is a function of enlistment patterns, course lengths, and training plans. The only Reserve Component spaces in the Individuals account are those for initial active duty for training. A comprehensive discussion of the determination of trainee and student loads is included in the FY 1979 Military Manpower Training Report.

The following table shows active and reserve trainee and student strengths.

Trainees and Students Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active			
Army	82.0	78.5	74.2
Navy	71.6	57.9	52.2
Marine Corps	24.3	23.4	20.9
Air Force	34.8	36.2	35.3
Total	212.7	196.0	182.6
Reserve Components			
Army National Guard	15.3	13.1	11.6
Army Reserve	3.5	4.2	4.8
Naval Reserve	0.7	1.0	1.0
Marine Corps Reserve	3.4	3.3	3.3
Air National Guard	1.5	1.6	2.6
Air Force Reserve	1.1	2.0	2.0
Total	25.5	25.2	25.3

Note: Detail may not add to totals due to rounding.

The number of active trainees and students will decrease in FY 1979 from the FY 1978 level for several reasons: reduced accession requirements for all Services; reductions in Navy and Marine Corps course lengths in recruit training; reduced student loads in specialized skill training through shorter course length and more on-the-job training for all services. Also the Army and Air Force will be reducing the number of students attending senior and intermediate service colleges.

The significant difference shown in the active Navy numbers between FY 1977 and FY 1978 is partially due to their method of accounting. The FY 1977 number is an end strength while the planned FY 1978 and FY 1979 trainee and student numbers are average strengths. This accounting difference is explained further in Chapter X.

The increase in active Air Force trainees and students from FY 1977 to FY 1978 is due to increased accessions in FY 1978.

The increase in several of the Reserve Components from FY 1977 is the result of strength shortfalls at the end of that year. The strength shortfalls are not expected to continue into FY 1978.

The following table displays Cadet/Midshipmen strengths.

Cadets/Midshipmen Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Active	13.4	13.1	13.1

Each of the academies is authorized a maximum enrollment of 4,544. The September 30th strength of 13,100 reflects enrollment level after summer attrition has occurred.

E. Force Structure Manpower Deviation

Consistent with the Senate Armed Services Committee report on the Fiscal Year 1977 Authorization Bill, Senate Report No. 94-898, the force structure manpower deviation account is no longer in this report.

F. FY 1980 Individuals Manpower Requirements

The following table compares FY 1980 Individuals accounts with those of FY 1979:

Individuals Manpower
(End Strength in Thousands)

	Active Military		*Reserve Components*	
	FY 79	FY 80	FY 79	FY 80
Transients	72.4	70.6	-	-
Patients/Prisoners/Holdees	13.7	13.2	-	-
Trainees/Students	182.6	185.7	25.3	29.7
Cadets	13.1	13.1	-	-
Total	281.7	282.6	25.3	29.7

Note: Detail may not add to totals due to rounding.

PART B. MANPOWER BY
COMPONENT

PART B - Manpower By Component

Part B describes the manpower requirements and achievements of each of the individual Services and the Defense Agencies.

Chapter IX	-	Army Manpower Requirements
Chapter X	-	Navy Manpower Requirements
Chapter XI	-	Marine Corps Manpower Requirements
Chapter XII	-	Air Force Manpower Requirements
Chapter XIII	-	Defense Agency Manpower Requirements

IX ARMY

Chapter IX

ARMY MANPOWER REQUIREMENTS

A. Introduction

1. Summary and Highlights

The Total Army force seeks to maintain sufficient combat power for an effective and clearly perceived deterrence to war; alternatively, the Total Army force must be able to field a modern, trained and well-equipped force capable of achieving national objectives. This Total Army includes an active component capable of acting in situations not involving mobilization, Reserve Components to augment and sustain the active forces, and the capability for rapid partial or full mobilization to meet a major conflict situation. This necessitates a support base sufficient to recruit, train and maintain the Total Army in peacetime and to provide timely, rapid expansion for support of combat operations. In each of the components, civilian personnel enhance the capabilities of the active and Reserve Components by reducing the requirements for military personnel and by providing continuity needed in the provision of logistics, research and development, medical and training establishments, and base operations functions at military installations.

Military manpower available for use in the event of mobilization for both active and Reserve Components continues to decline. Reserve Components and the Individual Ready Reserve (IRR) strengths remain significantly below required levels. Efforts are needed to reverse this trend both in the Selected Reserve and the Individual Ready Reserve (IRR).

The Army program for FY 1979 is planned to accomplish the following:

- Increase NATO short-term combat capability through enhanced readiness of forward deployed forces and through accelerated deployability of CONUS forces (quicker reinforcement).

- Reverse the serious downward trend in the Selected Reserve.

- Maintain the 24 division Total Army force of 16 active and 8 National Guard divisions.

- Meet NATO and non-NATO contingency requirements.

The Army military and civilian personnel end strength requests for FY 1979 and FY 1980 are as follows:

Army Manpower Requirements
(End Strength in Thousands)

	FY 79	FY 80
Active Military	771.7	771.1
Army National Guard	368.5	380.0
Army Reserve	200.6	215.0
Civilian	365.4	365.7

2. Major Force Structures Changes

The thrust of force changes contained in the FY 1979 budget is to increase force readiness by improving combat capability and deployability. The keystone is enhancement of support to NATO. Included is an increase, above the FY 1978 requested level, of 9,000 manpower spaces for Tactical/Mobility forces in FY 1978 and an additional 3,000 during FY 1979.

a. Active Component

(1) Army will increase the authorized manning of selected forward deployed units of NATO with emphasis on combat capability.

(2) Army will add units in Europe to improve artillery, electronic and chemical warfare, communications, and missile maintenance capabilities.

(3) Army will begin a new program to expand the Prepositioning of Materiel Configured to Unit Sets (POMCUS).

(4) Combat elements of divisions stationed in the United States, for which POMCUS stocks are maintained, will be manned at 105% of wartime manning requirements.

(5) Army will begin the withdrawal of the 2d Infantry Division from South Korea in FY 1979. The initial withdrawn brigade will be equipped as a mechanized force after restationing.

(6) The 24th Infantry Division (-) will convert to mechanized infantry.

(7) Army will increase the manning authorization, during FY 1978, of the 5th Infantry Division (Mech) (-), the 24th Infantry Division (-) and the 194th Armor Brigade (Separate) from 90 percent to 100 percent authorized level of organization (ALO) for wartime requirements as previously planned. The 7th Infantry Division (-) will remain at 90

percent manning rather than increase to 100 percent as proposed in the FY 1978 budget.

b. Reserve Components

(1) The 47th Infantry Division (ARNG) will realign from a three state configuration (MN, IA, IL) to a two state configuration during FY 1978.

(2) The Army National Guard is testing a TOW light anti-tank battalion concept. If successful, follow-on activations will include an additional battalion in FY 1979.

3. Manpower Determination

a. General. Army manpower requirements are derived from analysis of wartime threat, essential combat and combat support structure, manpower levels, and essential peacetime peculiar support requirements. These factors interact to establish the total size of the Army, the mix of units among active and Reserve Component forces, and requirements for military and civilian personnel. All are constrained by resource availability.

b. Force Levels. The Army's force level is determined by the President with the advice of the Secretary of Defense. This force level determines the combat power of the Army.

c. Major Combat Forces. The Department of Defense establishes, within the approved force level, the numbers and types of major combat organizations and the allocation to the active or Reserve Components. Major combat oranizations are groupings of units of the several combat arms (infantry, armor, artillery, and engineer) together with organic command, control and communications, and support units. Major combat organizations are divisions, separate combat brigades and armored cavalry regiments.

d. Nondivisional Combat and Tactical Support Units. Given the number of major combat organizations, the Army doctrinally determines the number of non-divisional combat and tactical support units required to augment and support the division forces. Non-divisional combat units are planned to augment or support the division to achieve maximum flexibility in providing supporting fires to those divisional units most heavily engaged. The number and type of tactical support units and their programmed deployment sequence are based upon austere support policies, and the perceived intensity and duration of the conflict. This results in determination of the total rate of consumption of supplies, services, and material, and the requirement for combat support and combat service support units.

To assist in determining the number and mix of non-divisional combat units and tactical support units, the Army performs an annual Total Army analysis. This analysis is based on the simulated deployment and fighting of a force in a European war scenario. The analysis develops the number and types of units needed and the sequence that they are required in the theater of operation. The analysis incorporates the modernization of the US, allied and enemy forces, programmed levels of weapon inventories, war reserves, re-supply rates, mobilization and deployment factors, casualties and personnel replacements. Host nation support and projected strategic mobility assets allocated for force deployment are also considered. The product is a time-phased combination of major combat organizations, non-divisional combat units and tactical support units, prioritized in order of required arrival time in theater.

Early deploying combat and tactical support units are in both the active and the Reserve Components. The prioritized requirements for units is a key consideration in determining the component (active, reserve, unmanned) which will provide them. Tactical support units which cannot be accommodated in the active or Reserve Component force are placed in an unmanned category. This category consists of units which are required to complete the force, but to which resources are not immediately available for allocation in peacetime.

e. Sustaining Base. The sustaining base is the aggregate of units with military and civilian manpower organized to perform specific missions in support of the Army. Included are recruitment, training, medical, research and development, base operations, and logistic missions. Military and civilian manpower levels are derived by using staffing standards, staffing guides, work analysis, manpower surveys and estimated mobilization support requirements.

f. Manpower Requirements Within Units and Organizations. Manpower requirements for Army units are developed through analytical techniques that vary depending upon the nature of the mission.

The Table of Organization and Equipment (TOE) provides manpower and equipment levels for standard unit wartime mission accomplishment. The manpower requirements for a TOE unit are determined as follows:

- The mission and desired capabilities of the unit are determined and the functional entities required to assure mission accomplishment (e.g., firing sections, rifle squads, maintenance teams, mess teams) are identified.

- The number of combat type positions required in a TOE is dictated by tactical doctrine, the firepower desired, and/or number of weapons included. Each weapon has a set number of operators (e.g., one man per rifle in a rifle squad, and nine men per field artillery firing section (105mm)). Rifle squads or firing sections are aggregated to

produce the desired combat capability considering span of control and other management limitations.

- The number of personnel required for TOE service and support activities (mess, maintenance, supply) is determined by application of standard staffing criteria. These criteria are based on engineering data, tests, and experience associated with the wartime environment of all individuals working twelve hours per day, seven days per week. Standard staffing criteria are revised and updated on a periodic basis.

Table of Distribution and Allowance (TDA) requirements are developed using similar analytical techniques. However, each TDA is unique. Each is an organization developed to accomplish a specific local mission. Each organization's manpower requirements are based on statistical and/or engineered standards, on-site manpower surveys and authorization document review based on functions and workload. Adjustments in manpower requirements are made when changes in mission, function, or workload occur.

Manpower surveys of each TDA organization are conducted at least quadrennially. Survey teams use functional analyses which relate performance to current functions and workload; organizational analyses to eliminate organizations that duplicate functions or interrupt a sequential flow of actions; and a positions analysis using engineered standards that address essentiality of type and number of positions in relation to the job to be accomplished.

B. Significant Trends

1. 24 Division Program

The Army program for fielding 24 divisions will be completed during FY 1978, culminating a major force restructuring effort begun in FY 1975. This restructuring includes the formation of three new active component divisions with no increase of authorized strength for the active Army or Reserve Components. Each of the new divisions consists of two active Army brigades and one Army National Guard "roundout" brigade. The three new divisions are:

- 5th Infantry Division (Mech) (-), Fort Polk, Louisiana, and the 256th Infantry Brigade (Mech), Louisiana Army National Guard "roundout" brigade.

- 24th Infantry Division (-), Fort Stewart, Georgia, and the 48th Infantry Brigade (Mech), Georgia Army National Guard "roundout" brigade.

- 7th Infantry Division (-), Fort Ord, California, the 41st Infantry Brigade, Oregon Army National Guard "roundout" brigade, an Army Reserve tank battalion (Arizona), and an Army Reserve engineer company (California).

Follow-on force structure actions to be completed in FY 1979 include:

- Mechanization of the 24th Infantry Division (-).

- Activation of two tank battalions ..... one in the 5th Infantry Division (Mech)(-), Fort Polk, Louisiana, and one in the 2d Armored Division, Fort Hood, Texas.

- Activation of one chemical defense company in the 9th Infantry Division, Fort Lewis, Washington.

- Activation of one VULCAN air defense battery in the 24th Infantry Division (Mech)(-), Fort Stewart, Georgia.

2. Brigade 75 Relocation to the Northern Army Group (NORTHAG) Area

Brigade 75, a brigade of the 2d Armored Division, Fort Hood, Texas deployed to the Federal Republic of Germany (FRG) in March, 1975. The maneuver units of the brigade have been sustained by rotating maneuver units from Fort Hood. The headquarters and support battalion have been permanently stationed at Grafenwoehr. Beginning in October,1978, the brigade will relocate to Garlstedt, FRG, in the Northern Army Group area. The brigade will then convert to permanent stationing status.

3. Division Restructure Study

The Division Restructure Study (DRS) was initiated in early 1976 to develop organizations for test which best prepare the US Army to optimize and integrate into the force the employment of new weapons systems. It is a major combat developments effort which addresses the organization and conceptual employment of each battalion and separate company within armored and mechanized divisions. The study relates organization, doctrine, and technology to achieve a force capable of sustained combat on the battlefield of the 1980's. Significant proposals generated by the study include: integration of combined arms at battalion level; development of smaller, more mobile units; increased fire support; separate TOW companies; improved mobility/countermobility; and weapon systems oriented logistics. The new organization is being tested at Fort Hood, Texas, with an expected completion date in late 1978. Test results will undergo analyses and gaming simulation, with study results available in October, 1979.

4. Withdrawal of 2d Infantry Division from South Korea

In May, 1977, the President announced a plan to withdraw US ground forces from Korea. Included in the US ground force withdrawal is the 2d Infantry Division which will phase out of South Korea over a four to five year period. The division will be returned to the United States for stationing. As part of the first increment, one brigade of the division will be withdrawn by the end of 1st Qtr, FY 1979 (31 December 1978).

5. Additional Prepositioning of Materiel Configured to Unit Sets (POMCUS).

The Army will begin expansion of POMCUS during FY 1979. The expanded POMCUS levels will significantly improve force closure times in Europe and are potentially the most cost effective means of expediting NATO reinforcement.

6. Initiatives

a. Added Manning and Units for NATO Combat Capability

(1) Europe. Beginning FY 1978, the Army will increase manning of selected forward deployed division/brigade units and non-divisional units to improve combat capability. The following additional actions are being taken:

- Transfer of the equivalent of one artillery battalion of 8 inch howitzers from the United States to Europe.

- Activation of a field artillery group headquarters.

- Activation of electronic warfare units.

- Activation of missile maintenance units.

- Activation of Stand-off Target Acquisition System (SOTAS) elements.

- Phased reorganization of additional aviation units.

During FY 1979 the Army will further increase the manning of forward deployed units. Other force structure initiatives include:

- Additional artillery.

- Activation of chemical defense units.

- Activation of additional electronic warfare units.

- Activation of signal communications units in support of Brigade 75.

(2) United States. Beginning FY 1978, Army will increase the manning of combat units designated to deploy and use Prepositioned Materiel Configured to Unit Sets (POMCUS) to 105 percent of wartime requirements. This will enable these units to compensate for individuals not able to deploy on short notice. Other force changes during FY 1979 include:

- Activation of one attack helicopter battalion and one air cavalry troop.

- Activation of a HAWK battalion and a VULCAN battery.

- Reorganization of selected aviation maintenance units.

- Electronic warfare force improvements.

- Activation of one field artillery battalion.

- Activation of two tank battalions.

- Addition of chemical defense units.

b. Infantry Division Mechanization. The Army planned to complete conversion of one division in FY 1979 (24th Infantry Division (-) Ft. Stewart, Georgia). The second candidate, tentatively selected to be the 9th Infantry Division, Ft. Lewis, Washington, was to convert in FY 1980. Conversion will equip these organizations to counter the heavy armor Warsaw Pact threat in Europe. The second conversion, however, will be the 2d Infantry Division as it withdraws from Korea. Conversion of the 9th Infantry Division has been deferred.

c. Training.

The Army has implemented an Opposing Force (OPFOR) program which provides forces to oppose US units in training. Opposing forces use the actual weapons and tactics of potential adversaries. The objectives of the program are to instill awareness of the tactical doctrine and weapons system of potential adversaries and to encourage development of electronic warfare, operations security, deception, and linguistic capabilities. OPFOR will be an integral part of individual and unit training.

d. Reserve Component Initiatives.

(1) Initiatives to Reduce Manpower Shortfall. In August, 1976, the Secretary of the Army directed development of a package of Reserve Component troop program initiatives to improve strength, quality of training, overall readiness posture, and ultimately, the mobilization capability of the Army. In early January, 1977, The Army staff developed a recruiting and retention incentive package, a part of the Reserve Component Readiness Improvement Package (RCRIP). This RCRIP includes funded, programmed and legislative initiatives. The legislative initiatives, forwarded to the Office of the Secretary of Defense on 5 July, 1977, are currently being reviewed in coordination with efforts of the Minuteman Training Study and the Reserve Compensation System Study.

In addition to these legislative initiatives, the Army has taken other actions to enhance Reserve Components. Increases in the full-time recruiter force in FY 1977 and FY 1978 for both the ARNG and USAR were and are being made. The US Army Recruiting Command (USAREC) is conducting pilot recruiting programs for the USAR in selected areas of the country. If successful, the program will be expanded. An ARNG/USAR reenlistment bonus test program is to be completed prior to the end of FY 1978. More mobilization exercises are planned. Training in Europe for key reserve units is being expanded. In short, the Army is doing all that is feasible within current resource levels and legislative constraints to seek immediate relief and to enhance the Reserve Components in the all-volunteer environment.

(2) Initiatives to Speed Mobilization of Reserve Component Manpower. The Army is developing two compatible systems to decrease the time it takes to mobilize reserve manpower.

(a) IRR Preassignment. Under preassignment, members of the Individual Ready Reserve (IRR) are provided orders in peacetime telling them when and where to report after media announcement of M-day. The Army terminated the Voluntary Mobilization Preassignment program for the IRR on December 31, 1977. A mandatory mobilization station preassignment system, to be pilot tested in 1978, is planned to replace the voluntary program. During the test, mobilization assignment, if required, will be done by the Reserve Components Personnel and Administration Center. After completion of the pilot test and refinement of the program, the system will be extended to all active component transfer activities and a total of approximately 50 mobilization stations serving early deploying units. Partial testing of the system is planned during MOBEX 78. Personnel who were discharged from active duty and were not part of the test program will be mandatorily assigned when the test has been completed and the final program implemented.

(b) Mobilization Personnel Processing System (MOBPERS). The US Army Military Personnel Center (MILPERCEN) is developing a Mobilization Personnel Processing System (MOBPERS) to quickly access Reserve Component units and personnel. The proposed system is designed to accomplish as many actions as possible during peacetime so that transfer of information will not be necessary after M-day. Partial testing of the system is planned during MOBEX 78.

7. Military Manpower

a. General

(1) The Congress authorized the active Army an end strength of 787,000 for FY 1978. For FY 1979, the Army is programming an end strength of 771,700. Concurrently, the FY 1978 end strength program has been revised to 774,200. The revised FY 1978 end strength provides the most realistic manpower transition to the projected FY 1979 strength. While the revised FY 1978 end strength and that being requested for FY

1979 are lower than requests of the previous years, manpower allocated to the force structure has increased for FY 1978 and FY 1979. These increases are for planned force improvements.

(2) The source of manpower for force improvements is a reduction in the Individuals and Support Activities accounts. This reduction is primarily the result of fewer attrition losses than projected previously, emphasis to achieve "career force" content, reduced turbulence, and training base efficiencies. Thus fewer non-prior service (NPS) male accessions are projected.

The Individuals accounts centralize at HQDA the accounting for personnel who are temporarily not available for duty within the force structure. Consisting of trained (patients, prisoners, students, separatees, controlees and transients) and untrained (trainees) personnel, these accounts provide the Army the capability of efficient manpower management, satisfactory unit manning within the force structure, and meaningful strength reporting to OSD, OMB, and the Congress on unit manning. Without the accounts, all personnel currently within these various categories (except for trainees) would have to be carried in a decentralized fashion within the force structure. Accordingly, program authorizations would be significantly overstated with respect to actual fill.

b. Active Component

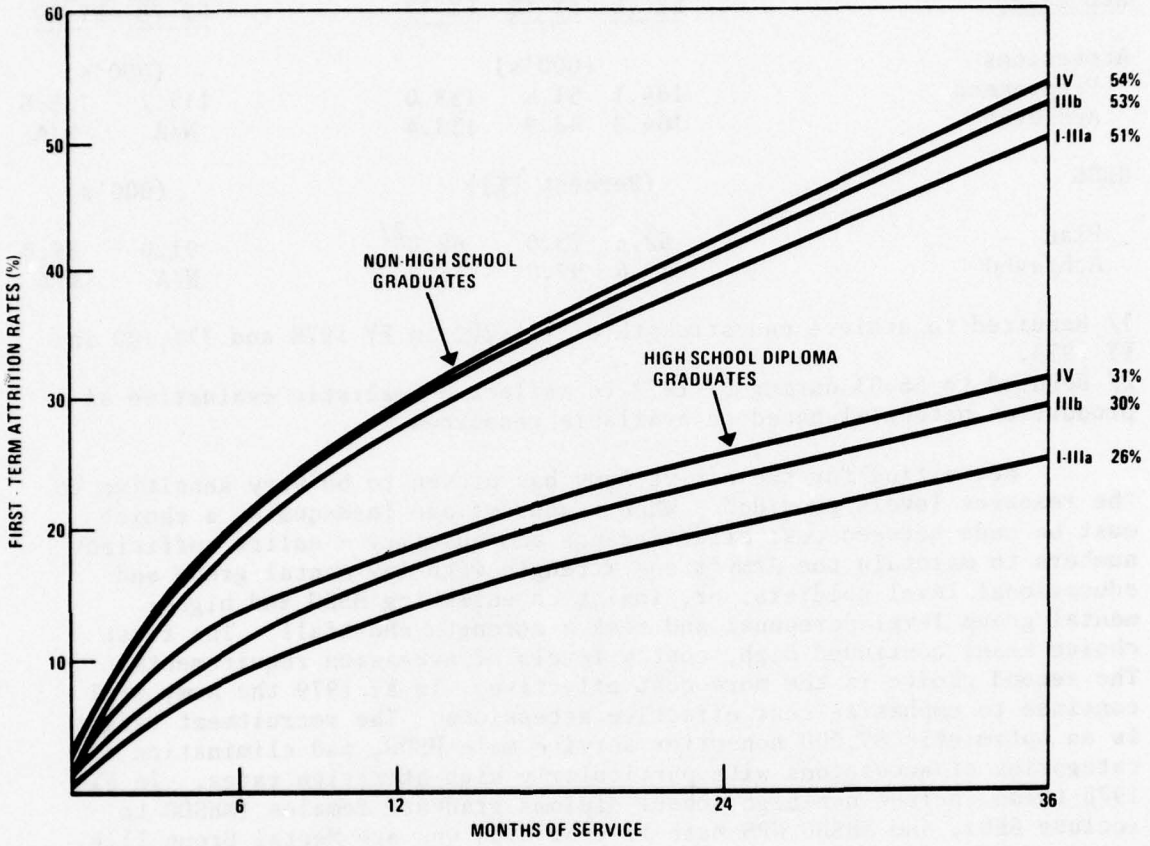
(1) Enlisted Procurement. The active Army made steady progress in improving the quality of enlistees during the first two years of recruiting for the Volunteer Army (FY 1974-1975), while essentially recruiting the quantity needed to man the force. This initial momentum was lost during the last half of FY 1976 when qualitative and quantitative shortfalls occurred.

The key elements of the volunteer recruiting environment are (1) the size of the market, (2) the state of the economy, (3) the attractiveness of the product, (4) the propensity of young people to serve, (5) management policy and (6) the resources available (in both dollars and people). Each overlaps and affects the others. During FY 1976, the improving state of the economy, a decreasing propensity to enlist, and the lack of adequate resources combined to cause a downturn in recruiting. The downturn continued into FY 1977. However, through a combination of factors such as increased reenlistments and fewer losses than programmed (among these a decline from expected attrition), the total number of FY 1977 accessions needed to man the force adequately was significantly reduced. The Army was able to enlist enough new personnel to man the force while sustaining the high school diploma graduate (HSDG) rate achieved in FY 1976.

The relative risk of categories of accessions to attrite is depicted by mental group category within education level ((high school diploma graduate) (HSDG) and non-high school diploma graduate (NHSDG)) on the following chart.

TYPICAL ATTRITION PATTERNS

(FY 74 NPS MALE ACCESSIONS)



The key to building and sustaining a cost effective Volunteer Army is the number of high school diploma graduates (HSDG) among new Army accessions. Non-prior service (NPS) males comprise the major share of these accessions (generally over 90%). The probability that a new soldier (male or female) who has not completed high school will be lost from the Army before completion of his/her first term of enlistment is approximately twice that of the corresponding high school graduate. The Army is planning for the highest feasible HSDG and mental group category levels achievable with the recruiting resources provided.

Recent recruiting achievement and requirements for NPS males are shown in the table below:

Army Recruiting
(NPS Males)

NPS Males	Actual FY 76	Actual FY TQ	Actual FY 77	Program[1/] FY 78	Program[1/] FY 79
Accessions	(000's)			(000's)	
Programmed	164.1	51.5	153.0	119.7	133.8
Achieved	164.3	48.9	153.4	N/A	N/A
HSDG	(Percent (%))			(000's)	
Plan	62.5	73.0	62.0[2/]	91.0	89.0
Achieved	55.6	57.0	56.2	N/A	N/A

1/ Required to achieve end strength of 774,200 in FY 1978 and 771,700 in FY 1979.
2/ Reduced to 56.0% during FY 1977 to reflect a realistic evaluation of production potential based on available resources.

Recruiting for the active Army has proven to be very sensitive to the resource levels provided. When resources are inadequate, a choice must be made between cost effectiveness and quantity - enlist sufficient numbers to maintain the Army's end strength with low mental group and educational level soldiers, or, insist on enlisting HSDG and higher mental group level personnel and risk a strength shortfall. The first choice means continued high, costly levels of accession requirements. The second choice is the more cost effective. In FY 1979 the Army will continue to emphasize cost effective accessions. The recruitment target is an optimistic 89,000 non-prior service male HSDG, and elimination of categories of accessions with particularly high attrition rates. In FY 1978 these include non-high school diploma graduate females (NHSDG to include GED), and NHSDG NPS Male 17 year olds who are Mental Group IIIB.

The Army believes that it can maintain active component strength in a volunteer environment over the next few years if: (1) adequate resources are made available to support a balanced recruiting effort and to increase the cost effectiveness of accessions; (2) the propensity to enlist does not further erode; and (3) attractive in-service benefits are maintained.

(2) Officer Procurement. Procurement goals for active commissioned and warrant officers are shown below:

Active Officer Procurement Goals

	FY 77	FY 78	FY 79
Planned	10,978	10,420	8,543
Actual	9,839	N/A	N/A

Officer end strength is programmed to reach a level of 95,495 for 1979. This end strength reflects a reduction of 2,505 officers from the previously programmed level for FY 1979. The planned FY 1977 end strength was not met, primarily due to an accession shortfall of 682 Medical Corps officers. The following table provides the sources for active officer accessions.

Active Officer Accessions

Source	FY 79 Percent of Total
USMA	10.7
ROTC	39.4
OCS	8.8
Recall to Active Duty and Direct Appointments	5.5
Medical and Dental Officers, Nurses and Army Medical Specialists	22.0
Warrant Officers	13.6
TOTAL	100.0

c. Reserve Components.

(1) Strength Trends. The reliance placed on the Reserve Components for mobilization and deployment requires manning by high quality soldiers. However, the past two years have brought about serious declines in the strength of the Guard and Reserve as shown below.

Reserve Components Strengths

FY	Congressionally Authorized (Ave) Paid Strength	Average Actual Paid Strength	Actual Paid Strength (End of Year)
		ARNG	
71	400,000	400,842	402,175
72	400,000	386,528	387,539
73	402,333	388,025	385,600
74	379,144	394,352	403,396
75	400,000	394,119	394,720
76	400,000	380.439	362,330
TQ	400,000	363,779	366,841
77	390,000	358,793	354,706
		USAR	
71	260,000	261,521	263,299
72	260,000	249,106	235,192
73	261.300	234,095	235,499
74	232,591	229,997	234,866
75	225,000	224,901	225,057
76	219,000	213,527	194,611
TQ	219,000	193,320	191,919
77	212,400	188,462	189,420

These declines in actual strength are due largely to the loss of personnel who joined in the late 1960's and early 1970's (many of whom were draft-motivated) upon reaching the end of the six year military service obligation. Contributing factors also include an inadequately staffed recruiting and retention force, insufficient incentives, shortcomings of current inactive duty training assemblies, and insufficient public awareness of the critical role of the Reserve Components in the national defense.

(a) ARNG. Selected Reserve strength dropped about 32,000 during FY 1976, leveled off during FY TQ and early FY 1977, then declined another 9,000 to a level of about 354,000 at the end of FY 1977. The forecast for FY 1978 is for a gradual increase in strength. The outlook

for FY 1979 is also encouraging due to the potential of a larger non-prior service personnel base, and the enlistment and retention incentives under development. The importance of maintaining strength continues to remain the number one program in the Guard.

ARNG enlisted 104,000 personnel during FY 1977 of which 44,000 were non-prior service. Over 113,000 personnel extended or reenlisted during this same period. Despite this significant effort, the year-end strength showed a decrease.

Non-ETS (expiration term of service) losses increased both in number and percentage to reach a high of 47 percent of the total losses during the last fiscal year. In order to offset this increase in non-ETS losses, new measures were initiated by ARNG to include:

1 Encouraging the States to increase the use of the Armed Forces Entrance and Examining Stations;

2 Increasing use and visibility of ARNG liaison personnel in the training base; and,

3 Furnishing detailed information to each State on non-ETS losses for corrective action.

(b) USAR

1 Army Reserve unit strength dropped about 31,000 during FY 1976 and continued to drop by another 6,000 until August, 1977, when an encouraging upswing occurred. The strength increased again in September to approximately 190,000 and appears to be stabilizing. The forecast for FY 1978 is for a gradual increase in strength. During FY 1979 the strength is projected to increase significantly due to fewer losses and the potential of improved enlistment and retention incentives.

2 Individual Ready Reserve strength continues to decline rapidly. During FY 1977, it dropped about 218,000 to approximately 149,000. The forecast is for continued decline and an anticipated leveling by end FY 1982.

(2) Enlisted Procurement.

(a) ARNG. Congress approved (1) positions for the full time recruiter force, (2) a test of full time career counselors which will be expanded to 700 positions if successful, (3) positions for guidance counselors at AFEES, (4) a reenlistment bonus test starting in FY 1978, and (5) an increased budget of $10.2 million over FY 1977.

(b) USAR

1 Reserve Units

The field production recruiter force is scheduled to reach 1,368 recruiters by December, 1978, with all to be trained by February, 1979. The average number of trained recruiters in the field during FY 1978 will be about 1,220. Recruiter production is expected to be 66,000 recruits, with an even greater potential in FY 1979 when at full strength.

2 Individual Ready Reserve

a. The IRR enlisted strength consists primarily of obligors released from the active Army after three years of active duty. Personnel who entered active duty and served for 4 years prior to July, 1976, may be transferred to the Standby Reserve on the 4th anniversary date of initial entry into the service. Personnel entering on active duty for a period of 4 years on or subsequent to July 1, 1976, are required to remain in the Ready Reserve until the 5th anniversary date of intial entry. The impact of this change will become significant about July, 1980, when later enlistees are retained for an additional year in the IRR (USAR Control Group (Reinforcement)).

b. The USAR Control Group (Annual Training), part of the IRR, consists of non-unit USAR obligors whose enlistment option was for less than 6 years unit participation, or who became unable to complete the entire six years in a unit because of unit inactivation, relocation, or reorganization. The USAR Control Group also includes all obligated personnel released from active duty prior to completion of 36 months active federal service.

(3) Officer Procurement.

(a) Reserve Component officers are procured from OCS programs conducted by the Army National Guard and Army Reserve, recruitment of officers leaving the active Army, and ROTC graduates who do not continue on active duty after 3 months basic officer training. The Reserve Components have also recruited officers from the Individual Ready Reserve to meet Selected Reserve requirements. The pool of officers in the IRR, created as a result of the Vietnam conflict, is rapidly diminishing, and is seriously jeopardizing mobilization capability. To stem this loss, ROTC officer production will be increased sufficiently by FY 1981 to provide officers to meet reserve unit manning requirements and to reduce the drain on the Individual Ready Reserve.

(b) The ARNG must access 4,500 officers annually in order to maintain authorized strength. These officers are procured from State and active Army OCS programs, ROTC, officers leaving the active Army, direct commissions, and from the IRR. Emphasis is shifting from State OCS to ROTC as the primary source of officers.

(4) Mobilization Manpower Requirements.

In the event of a major conflict such as a NATO/Warsaw Pact war in Europe, Army active and Reserve Component units would require substantial augmentation in order to achieve full wartime strength. In addition, a pool of trained individuals to replace combat losses in the early months would also be required.

These individuals would come mainly from three sources: (1), the output of the training base, which will be at a low level until the Selective Service System achieves full wartime operation; (2), recalled members of the Individual Ready Reserve and the Standby Reserve, both of which have substantially declined in strength in recent years; and (3), recalled retirees, especially those recently retired with between 20 and 30 years of service.

Recent studies have shown that there would, under current planning assumptions, be a substantial shortfall in the early months of an intense conflict, especially in enlisted men with combat skills. Several initiatives are underway to remedy this dangerous shortfall.

8. Civilian Manpower. Civilian manpower is used almost exclusively in support programs which are essential to force readiness. In the performance of support functions, the Army seeks the best utilization of military and civilian manning and contract service compatible with effective mission accomplishment. The general policy is to utilize civilians (in-house or contract) rather than military personnel, except where prohibited by law, or where military personnel are required for training, discipline, rotation base, or combat effectiveness reasons.

Civilians are employed to perform essential tasks in intelligence, communications, research and development, training, administration, Reserve Component support, medical, and logistical support. They perform the bulk of installation operations, and do most of the essential depot maintenance and distribution of equipment.

An alternative to civilian in-house employment is contractor performance of functions when funding permits. The Army plans to convert additional in-house base operations functions to contract in FY 1979 where contractor support is available and the change will be cost effective.

Army civilian employment has been reduced substantially since FY 1964 as shown in the following table:

Army Civilian Employment
(Direct and Indirect Hire, Thousands)

Actual				Plan	
FY 64	FY 73	FY 76	FY 77	FY 78	FY 79
452.2	405.5	389.9	371.6	373.0	365.4

These reductions have occurred during a period of increased utilization of civilian employment such as the civilian KP program and others which have converted 49,000 military spaces to civilian positions from FY 1968 to FY 1975.

The strength increase from FY 1977 to FY 1978 is misleading because on October 1, 1977, about 2,000 Navy employees were reassigned to Army rolls in connection with a mission transfer for management of conventional amunition.

The Army civilian manpower program for FY 78 was reduced about 6,800 spaces below the FY 1978 President's Budget level. This reduction has been partially offset by the restoration of 1,000 spaces for contracting slippages affected by the Congressional moratorium and 300 for base realignment delays where facility renovations could not be accomplished in FY 1978.

The above restorations have been removed from the FY 1979 plan in anticipation that the Army will have authority to contract by end FY 1979 and that previous realignment delays can be overcome. The FY 1979 plan is also characterized by further reductions (1) in base operations to reduce overhead costs, (2) of individual training, (3) of industrially funded activities to agree with funded customer workload, (4) to continue the drawdown of Army presence in Okinawa and Korea, and (5) to eliminate from the authorization request indirect hire personnel in West Berlin who are paid directly Federal Republic of Germany.

C. Army Manpower Requirements by Defense Planning and Programming Category (DPPC).

Following tables display Army manpower by DPPC for FY 1977 through FY 1980. This section describes the significant aspect of the FY 1978 and FY 1979 programs. Section D describes significant aspects of the FY 1980 program.

ARMY ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79 FY 79 Budget	FY 80 Auth.
Strategic	0.4	0.6	0.4	0.4
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	*	*	*	*
Strategic Control and Surveillance	0.4	0.6	0.4	0.4
Tactical/Mobility	468.6	473.0	481.1	481.2
Land Forces	468.3	472.6	480.6	480.7
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	0.3	0.4	0.4	0.4
Auxiliary Activities	21.6	22.9	22.8	22.5
Intelligence	8.1	8.2	8.3	8.3
Centrally Managed Communications	7.2	7.4	7.2	7.1
Research and Development	6.1	7.1	7.1	7.1
Geophysical Activities	0.2	0.1	0.1	0.1
Support Activities	171.3	166.1	161.4	159.5
Base Operating Support	47.7	46.4	44.6	43.3
Medical Support	31.1	29.9	30.4	30.3
Personnel Support	13.0	12.3	12.2	12.2
Individual Training	45.2	41.5	38.8	38.5
Force Support Training	1.3	0.9	0.8	0.8
Central Logistics	7.8	7.8	7.9	7.8
Centralized Support Activities	15.4	18.1	17.7	17.4
Management Headquarters	9.6	9.0	9.0	9.0
Federal Agency Support	0.1	0.2	0.2	0.2
Subtotal-Force Structure Allowance	661.9	662.6	665.7	663.6
Individuals	119.8	111.6	106.0	107.5
Transients	27.1	23.9	22.6	20.1
Patients, Prisoners, and Holdees	6.3	5.0	4.9	4.9
Students, Trainees	82.0	78.5	74.2	78.1
Cadets	4.4	4.3	4.3	4.3
Total	781.8	774.2	771.7	771.1

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

ARMY SELECTED RESERVE MANPOWER REQUIREMENTS (ARNG)
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	-	-	-	-
Offensive Strategic Forces				
Defensive Strategic Forces				
Strategic Control and Surveillance				
Tactical/Mobility	323.1	329.3	340.7	347.7
Land Forces	323.1	329.3	340.7	347.7
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
Auxiliary Activities	-	-	-	-
Intelligence				
Centrally Managed Communications				
Research and Development				
Geophysical Activities				
Support Activities	16.2	15.7	16.1	16.7
Base Operating Support	11.2	10.6	10.9	11.3
Medical Support	0.2	0.2	0.2	0.2
Personnel Support	-	-	-	-
Individual Training	4.8	4.9	5.1	5.2
Force Support Training	-	-	-	-
Central Logistics	-	-	-	-
Centralized Support Activities	-	-	-	-
Management Headquarters	-	-	-	-
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	339.4	345.1	356.9	364.5
Individuals	15.3	13.1	11.6	15.5
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	15.3	13.1	11.6	15.5
Cadets	-	-	-	-
Total	354.7	358.2	368.5	380.0

Note: Detail may not add to totals due to rounding.

ARMY SELECTED RESERVE MANPOWER REQUIREMENTS (USAR)
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79 FY 79 Budget	FY 80 Auth.
Strategic	-	-	-	-
Offensive Strategic Forces				
Defensive Strategic Forces				
Strategic Control and Surveillance				
Tactical/Mobility	140.5	141.6	149.0	160.2
Land Forces	140.5	141.6	149.0	160.2
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
Auxiliary Activities	-	-	-	-
Intelligence				
Centrally Managed Communications				
Research and Development				
Geophysical Activities				
Support Activities	45.4	45.5	46.8	49.4
Base Operating Support	6.9	7.0	7.2	7.5
Medical Support	7.1	7.1	7.0	7.6
Personnel Support	-	-	-	-
Individual Training	31.4	31.4	32.7	34.3
Force Support Training	-	-	-	-
Central Logistics	-	-	-	-
Centralized Support Activities	-	-	-	-
Management Headquarters	-	-	-	-
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	185.9	187.0	195.8	209.6
Individuals	3.5	4.2	4.8	5.4
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	3.5	4.2	4.8	5.4
Cadets	-	-	-	-
Total	189.4	191.3	200.6	215.0

NOTE: Detail may not add to totals due to rounding.

ARMY CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	0.5	0.3	0.1	0.1
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	0.1	-	-	-
Strategic Control and Surveillance	0.4	0.3	0.1	0.1
Tactical/Mobility	33.3	22.3	22.0	22.1
Land Forces	30.8	19.6	19.3	19.4
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	2.5	2.7	2.7	2.7
Auxiliary Activities	25.7	25.3	25.4	25.3
Intelligence	1.8	1.8	1.8	1.9
Centrally Managed Communications	3.1	2.9	2.9	2.9
Research and Development	20.8	20.5	20.6	20.5
Geophysical Activities	-	-	-	-
Support Activities	312.1	325.2	317.8	318.4
Base Operating Support	131.6	138.0	133.2	132.9
Medical Support	24.1	24.7	24.6	24.7
Personnel Support	6.9	7.2	7.2	7.2
Individual Training	13.7	13.0	12.1	12.3
Force Support Training	1.1	1.5	0.9	0.9
Central Logistics	92.4	96.4	94.1	94.4
Centralized Support Activities	28.5	30.7	32.2	32.4
Management Headquarters	13.7	13.5	13.6	13.6
Federal Agency Support	-	-	-	-
Total	371.6	373.0	365.4	365.7

Note: Detail may not add to totals due to rounding.

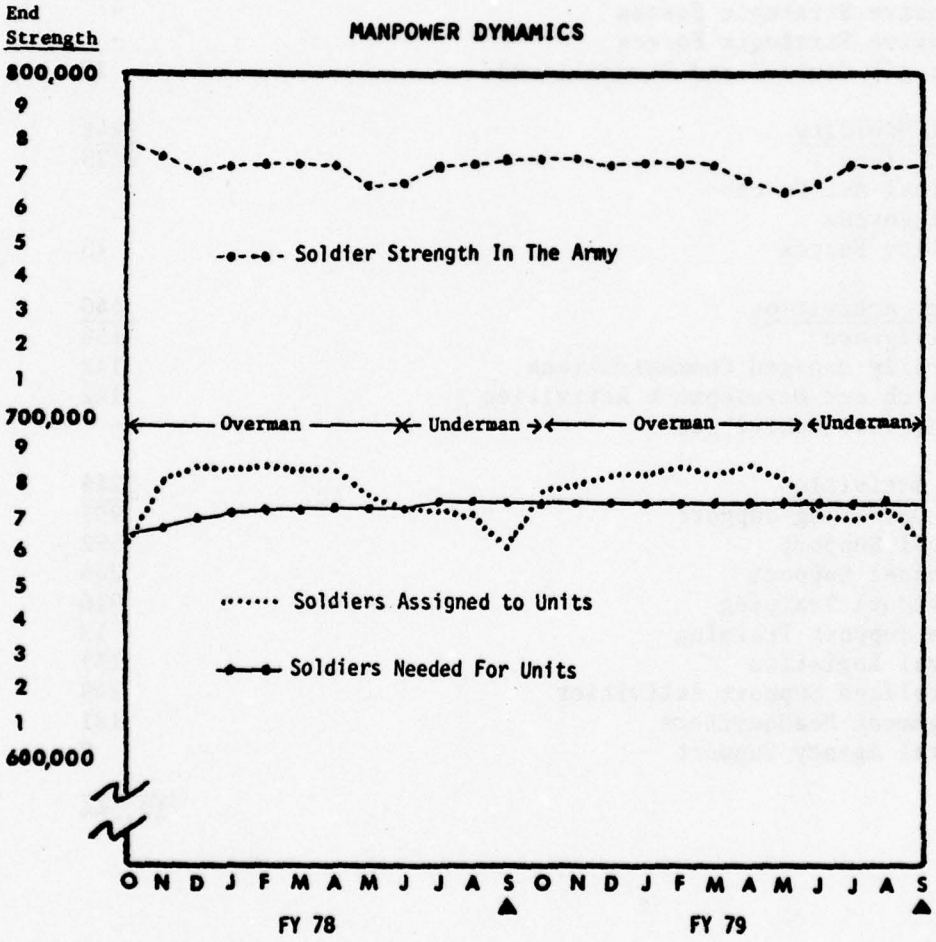
1. Determination of End Strength

a. To provide comparability for one day of the year (30 September) between actual strengths and programmed strengths of active military, the projected temporary undermanning for that day was deducted from Land Forces sub-category of the Tactical/Mobility category, active military, in the FY 1978 Manpower Requirements Report. In this year's report (for FY 1979), the temporary undermanning has been deducted from all DPPC categories in proportion to programmed manpower. This method is a more accurate reflection of the existence of this undermanning and the distribution of manpower. The following table reflects the distribution of this undermanning by DPPC category for the budget years FY 1978 and FY 1979.

Military Undermanning by DPPC

	FY 78	FY 79
Strategic	13	10
Offensive Strategic Forces	-	-
Defensive Strategic Forces	-	-
Strategic Control and Surveillance	13	10
Tactical/Mobility	9242	7105
Land Forces	9229	7095
Tactical Air Forces	-	-
Naval Forces	-	-
Mobility Forces	13	10
Auxiliary Activities	440	334
Intelligence	156	118
Centrally Managed Communications	142	108
Research and Development Activities	142	108
Geophysical Activities	-	-
Support Activities	3249	2378
Base Operating Support	907	657
Medical Support	582	452
Personnel Support	246	177
Individual Training	816	570
Force Support Training	13	10
Central Logistics	155	118
Centralized Support Activities	349	256
Management Headquarters	181	138
Federal Agency Support	0	0
Total	12,944	9,827

b. Active Army military strength fluctuates continuously as personnel enter and leave the Service. High school graduates are available in the summer months and hence the Army strength declines through the spring in anticipation of the prime recruiting months of June, July and August. The problem is to develop a manpower program that will adequately man the force but minimize the over and under strengths which are bound to occur. The result of this process is the end strength for the last day of the fiscal year. This problem is further complicated since not all soldiers are available to man the force. Incoming personnel are delayed from a unit assignment until completion of entry training. Other personnel are between units (e.g., transients). The end strength requested is that for which the force is manned on the average. More precisely, the end strength developed minimizes the absolute value of the monthly over and under strengths. If a value had been chosen to provide full manning at fiscal year end, 9,800 additional soldiers would have been requested. The total strength, the strength available for assignment to units and the strength required for units are shown on the following graph:



c. The size and sign of the manning deviation (under or over-manning) are not constant from year to year. This is due to varying annual non-prior service accessions (different skills needed each year), predicted propensity to reenlist, changes to length of training, changes of both size and content for the force structure, and timing of losses.

2. Army Strategic

a. Defensive Strategic Forces

Defensive Strategic Forces Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	*	*	*
Civilian	0.1	-	-

*Fewer than 50 spaces.

Manpower supports the Army Ballistic Missile Defense Program.

The military and civilian manpower for the Safeguard support function are transferred to the USAF in FY 1978.

b. Strategic Control and Surveillance Forces

Strategic Control and Surveillance Forces Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	0.4	0.6	0.4
Civilian	0.4	0.3	0.1

Manpower supports national level command centers.

The military manpower decrease during FY 1979 reflects a transfer of Vint Hills Farm Station support to Support Activities.

The civilian manpower decreases thru FY 1979 result from the transfer of Federal Preparedness Agency resources to the General Services Administration, and the transfer of Vint Hills Farm Station support to Support Activities.

3. Army Tactical/Mobility

a. Land Forces

Land Forces Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	468.3	472.6[1/]	480.6[2/]
Reserve Components			
ARNG	323.1	329.3	340.7
USAR	140.5	141.6	149.0
Civilian	30.8	19.6	19.3

1/ Includes reduction for undermanning of 9.2 on 30 September 1978.
2/ Includes reduction for undermanning of 7.1 on 30 September 1979.

Manpower consists of the Army's combat divisions, separate combat brigades, regiments and tactical support units.

The active military manpower increases for FY 1978 and FY 1979 are made possible by management improvements leading to reductions in the Individuals accounts and the training base. These resulting manpower resources are used for force improvements consisting of increased unit manning and added artillery, electronic warfare, chemical defense, air defense, communications, aviation and antiarmor capabilities.

The FY 1978 and FY 1979 Reserve Component military manpower programs have been planned to coincide with anticipated recruiting potential and to provide increased manning for early deploying units.

The FY 1978 civilian manpower decrease results from implementation of a restructure and transfer to Support Activities (Base Operations and Central Support Activities) principally of TDA augmentations to the divisions. The FY 1979 decrease is the result of changes for Reserve Components civilian authorizations: 500 spaces have been reduced in reserve management activities and 150 spaces have been added for combat readiness technicians.

Following table shows active and reserve combined arms organizations programmed for end FY 1979:

COMBINED ARMS ORGANIZATIONS IN LAND FORCES END FY 1979

	Active Army	Reserve Components	Total
Divisions (Brigades) 1/			
Armored	4 (13)	2 (6)	6 (19)
Mechanized	6 (17)	1 (3)	7 (20)
Infantry	4 (10)	5 (15)	9 (25)
Air Assault	1 (3)		1 (3)
Airborne	1 (3)		1 (3)
	16 (46)	8 (24)	24 (70)
Separate Combat Brigades			
Armored	1	3	4
Mechanized		9	9
Infantry	4	11 2/	15 2/
	5	23 2/	28 2/
Combat Brigade Air Cavalry	1	0	1
Armored Cavalry Regiments	3	4	7

1/ Two active infantry divisions and two infantry divisions (Mech) are each "rounded-out" by one Reserve Component separate brigade. One infantry division (Mech) and one armored division have four brigades, with one brigade from each division deployed to Europe.

2/ Includes the four reserve brigades that round out active divisions; excludes the 33rd Infantry Brigade (Illinois National Guard), provided for school support.

b. Mobility Forces

Mobility Forces Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	0.4	0.3	0.4	0.4
Civilian	2.8	2.5	2.7	2.7

Military manpower operates DoD water ports which provide traffic management services for moving DoD cargo and passengers within CONUS to overseas commands.

4. Army Auxiliary Activities.

a. Army Intelligence

Intelligence Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	8.1	8.2[1/]	8.3[2/]
Civilian	1.8	1.8	1.8

1/ Includes reduction for undermanning of 0.2 on 30 September 1978.
2/ Includes reduction for undermanning of 0.1 on 30 September 1979.

Manpower supports Consolidated Cryptologic Activities (CCP), the General Defense Intelligence Program (GDIP), the Defense Intelligence Agency, and the National Security Agency.

The military manpower increases during FY 1978 and FY 1979 reflect transfer and centralization of miscellaneous small intelligence functions.

b. Centrally Managed Communications

Centrally Managed Communications Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	7.2	7.4[1/]	7.2[1/]
Civilian	3.1	2.9	2.9

[1/] Includes reduction for undermanning of 0.1 on 30 September 1978 and 30 September 1979.

Manpower supports Defense Consolidated Telecommunications and the Worldwide Command and Control System, and excludes support of tactical units (included under Land Forces) and installations (included in Base Operations Support).

The FY 1979 military manpower decrease results from a reduction of communications on Okinawa.

The FY 1978 civilian manpower decrease results from continuing actions to consolidate and improve operating efficiency of Centrally Managed Communications Activities.

c. Research and Development

Research and Development Activities Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	7.1	6.1	7.1[1/]	7.1[1/]
Civilian	21.2	20.8	20.5	20.6

[1/] Includes reduction for undermanning of 0.1 on 30 September 1978 and 30 September 1979.

Manpower is responsible for:

(1) Directing contractor efforts and carrying on in-house programs in areas of basic and applied research.
(2) Designing and fabricating experimental prototype articles and systems.
(3) Conducting tests and evaluation.
(4) Operating and maintaining Army R&D facilities.

The FY 1978 civilian manpower change is attributable to continuing efforts to reduce in-house research and development work. The FY 1979 increase is the addition of 44 spaces to support small workload changes.

d. Geophysical Activities

Geophysical Activities Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	0.2	0.1	0.1
Civilian	-	-	-

Manpower is assigned to the Defense Mapping Agency.

5. Army Support Activities

a. Base Operations Support

Base Operating Support Manpower
Combat Installations
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	29.8	30.6[1/]	30.0[2/]
Reserve Component			
ARNG	11.2	10.6	10.9
USAR	6.9	7.0	7.2
Civilian	83.5	92.7	89.1

1/ Includes reduction for undermanning of 0.6 on 30 September 1978.
2/ Includes reduction for undermanning of 0.4 on 30 September 1979.

Manpower supports the Army's mission commands --- US Army Europe; US Army Japan; Eighth US Army, Korea; and US Army Forces Command.

The FY 1978 military and civilian increases result from a restructure transferring manpower from the Tactical/Mobility category.

The FY 1979 active military changes result from additional requirements in Europe to support force improvements, ammunition management (Korea), WESTPAC III review, Eniwetok clean-up operations, postal function realignment, restoration of race relations reductions, and miscellaneous changes.

The FY 1979 civilian manpower decreases are attributed to: reductions for the Korea withdrawal (500); (2) transfers in the Pacific to the USAF, USMC (800); (3) transfer of selected real property maintenance functions in the US to the USAF (300); (4) curtailment of administrative support (500); and, (5) elimination from Army civilian end strength of 3600 foreign national indirect hire positions paid by the Federal Republic of Germany (for Berlin). FY 1979 increases include: (1) manpower to support force readiness initiatives in Europe (500); (2) manpower to upgrade ammunition storage facilities in Europe (200); (3) transfer of 700 spaces for audio visual support from Force Support Training;

(4) the civilianization of selected military police positions (300) (a total of 575 military police positions are to be civilianized during FY 1979 throughout various Defense Planning and Programming Categories); (5) the army community services program for child care (300); and (6) the reduction of equipment maintenance backlog in Europe (100).

Base Operating Support Manpower
Support Installations
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	17.8	15.8[1/]	14.6[2/]
Civilian	48.1	45.3	44.1

1/ Includes reduction for undermanning of 0.3 on 30 September 1978.
2/ Includes reduction for undermanning of 0.2 on 30 September 1979.

Manpower is for Army support oriented commands --- US Army Training and Doctrine Command; US Army Materiel, Development and Readiness Command; and US Army Communications Command.

The FY 1978 military manpower decrease results from a training base support reduction. In FY 1979 military manpower decreases are for a reduction of correctional facilities, civilianization of military police law enforcement functions, additional reductions of training base support requirements, and a directed reduction of Army bands.

The FY 1979 civilian manpower program contains an increase of 200 of the 575 manpower spaces for civilianization of selected military police positions. Decreases in FY 1979 are 600 in training base support and 800 in anticipation of authority to contract base operations functions.

b. Medical Support

Medical Support Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	31.1	31.1	29.9 1/	30.4 2/
Reserve Components				
ARNG	0.2	0.2	0.2	0.2
USAR	7.1	7.1	7.1	7.0
Civilian	25.3	24.1	24.7	24.6

1/ Includes reduction for undermanning of 0.8 on 30 September 1978.
2/ Includes reduction for undermanning of 0.5 on 30 September 1979.

Manpower includes all Army non-tactical health care activities.

The FY 1978 military manpower decrease results from the reduction of veterinary workload (meat inspectors) and other small functions and reduction of officer strength (514) for the Army Medical Department (AMEDD). The FY 1979 increase reflects a transfer from Base Operations for support of permanent stationing of Brigade 76, operation of health care clinics, and restoration of dental care manpower.

The decreases in the FY 1978 and FY 1979 civilian manpower programs reflect the reduction of 570 health care employees.

c. Personnel Support

Personnel Support Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	13.0	12.3[1/]	12.2[1/]
Civilian	6.9	7.2	7.2

1/ Includes reduction for undermanning of 0.2 on 30 September 1978 and 30 September 1979.

Manpower includes the US Army Recruiting Command, the Army Junior ROTC program, counterintelligence and investigative activities, Army personnel centers, and off duty education programs.

The FY 1978 military manpower reduction reflects a reduction in recruiting activities. The FY 1979 decrease is the result of a reduction of recruit examining activities.

The FY 1977 civilian manpower actual strength represents a temporary understrength employment level for civilian training, education and development programs.

d. Individual Training

Individual Training Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	45.2	41.5[1/]	38.8[2/]
Reserve Components			
ARNG	4.8	4.9	5.1
USAR	31.4	31.4	32.7
Civilian	13.7	13.0	12.1

1/ Includes reduction for undermanning of 0.8 on 30 September 1978.
2/ Includes reduction for undermanning of 0.5 on 30 September 1979.

Manpower is responsible for conducting individual training. Individuals actually undergoing training are carried in the student/trainee account of the Individuals category.

The FY 1978 and 1979 military manpower decreases are the result of general skill training reductions and other training base efficiencies.

The FY 1978 civilian manpower change from the FY 1977 actual employment level reflects initiatives to curtail training load support requirements. The FY 1979 civilian manpower changes result from civilianization of selected positions in the Reserve Officer Training Corps (increase of 200 spaces), and a decrease of 1100 manpower allocations between FY 1978 and FY 1979 attributable to a reduction in training load support requirements.

e. Force Support Training

Force Support Training Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	1.3	0.9	0.8
Civilian	1.1	1.5	0.9

Manpower includes the Army's Jungle Warfare School in the Panama Canal Zone, the Northern Warfare Training Center in Alaska and the 7th Army Training Center in Germany.

The FY 1978 military manpower decrease results from reductions of force related training schools and training special activities. The FY 1979 decrease results from miscellaneous reductions.

The civilian manpower decrease through FY 1979 of 600 is a net adjustment reflecting a reduction of 700 transferred to Base Operations and an increase of 100 for workload increase in force related training.

f. Central Logistics

Central Logistics Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	7.8	7.8[1/]	7.9[2/]
Civilian	92.4	96.4	94.1

1/ Includes reduction for undermanning of 0.2 on 30 September 1978.
2/ Includes reduction for undermanning of 0.1 on 30 September 1979.

Manpower includes primarily the Army Materiel Development and Readiness Command and logistics units at installation level.

While military manpower does not change in FY 1978, the force structure increases by 200 spaces for the Programmed Improvement of Reserve Components (PIRC).

The FY 1977 civilian manpower actual employment understrength represents a temporary employment shortfall. The FY 1978 change includes a civilian manpower increase of approximately 2,000 Navy employees transfered to Army rolls in conjunction with transfer of a conventional ammunition mission. The reduction in civilian manpower for FY 1979 is the result of decreases of 800 spaces for supply depots and operations, 400 spaces in munitions facilities, 800 in construction design and planning (which were transferred to Centralized Support Activities for Saudi Arabia construction) and the aggregrate of 300 spaces for reductions of industrial preparedness operations and project manager activities. An increase of about 150 civilian USAR maintenance technicians is contained in this category.

g. Centralized Support Activities

Centralized Support Activities Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	15.5	15.4	18.1 1/	17.7 1/
Civilian	27.5	28.5	30.7	32.2

1/ Includes reduction for undermanning or 0.3 on 30 September 1978 and 30 September 1979.

Manpower supports joint and international activities (less Management Headquarters), combat development counterintelligence, reserve activities, public affairs, personnel administration, criminal investigations, OSD activities and foreign military sales.

The FY 1978 military and civilian manpower increases result from a transfer from the Tactical/Mobility category.

The FY 1979 military manpower decrease results from a reduction of support activities in Korea. The FY 1979 civilian manpower increase is for approximately 700 new manpower spaces in support of Saudi Arabia construction and 800 spaces transferred from Contral Logistics for on-going work in support of the Saudi Arabia program. Manpower costs are prepaid by the Saudi Arabian government and represent no cost to the United States.

h. Management Headquarters

Management Headquarters Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	9.6	9.0[1/]	9.0[2/]
Civilian	13.7	13.5	13.6

1/ Includes reduction for undermanning of 0.2 on 30 September 1978.
2/ Includes reduction for undermanning of 0.1 on 30 September 1979.

Manpower is assigned to Defense Agencies, International Military Organizations, Unified Commands, Service Support - Combat Commands, and Service Support - Service Commands.

The FY 1978 military manpower decrease results from implementation of a Headquarters, United States Army, Europe, staff reduction and reduction of Headquarters, Department of the Army.

The civilian manpower decrease thru FY 1979 is the result of a staff reduction of Headquarters, United States Army, Europe and other management headquarters.

i. Federal Agency Support

Army Federal Agency Support Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	0.1	0.2	0.2

Manpower is assigned to DOD and non-DOD Agencies in support of various non-DOD functions. Assignments are normally on a reimbursable basis unless they support the mission of OSD.

7. Army Individuals

The Individuals accounts are estimates of manpower required for transients, patients, prisoners, trainees, students and cadets.

a. Transients

Army Transients Manpower
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	27.1	23.9	22.6

Projected transient strengths are based upon a continuing lower level of non-prior service accessions.

b. Patients, Prisoners and Holdees

Army Patients, Prisoners and Holdees
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active	6.3	5.0	4.9

The decrease from FY 1978 to FY 1979 is essentially due to rounding.

c. Trainees, Students, Cadets

Army Trainees, Students and Cadets
(End Strength in Thousands)

	FY 77 (Actual)	FY 78	FY 79
Military			
Active			
Trainees/Students	82.0	78.5	74.2
Cadets	4.4	4.3	4.3
Reserve Components			
ARNG	15.3	13.1	11.6
USAR	3.5	4.2	4.8

The 4300 space decrease in Trainees/Students from FY 1978 to FY 1979 is based on a reduction of 2 days processing time in recruit training, a transfer of approximately 3% more individual training to operational forces, reductions in course lengths of Specialized Skill Training, a reduction of input to the Army Command and General Staff and War Colleges, and trainee manyear savings related to the implementation of One Station Unit Training.

The USAR trainee increase for FY 1978 to FY 1979 is based on an increase in end strength of 191.3K to 200.6K.

D. FY 1980 Army Manpower Requirements

The following tables display Army manpower requirements for FY 1980 compared to FY 1979.

ARMY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	Active Military		Civilian	
	FY 79	FY 80	FY 79	FY 80
Strategic	0.4	0.4	0.1	0.1
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	*	*	-	-
Strategic Control and Surveillance	0.4	0.4	0.1	0.1
Tactical/Mobility	481.1	481.2	22.0	22.1
Land Forces	480.6	480.7	19.3	19.4
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	0.4	0.4	2.7	2.7
Auxiliary Activities	22.8	22.5	25.4	25.3
Intelligence	8.3	8.3	1.8	1.9
Centrally Managed Communications	7.2	7.1	2.9	2.9
Research and Development Activities	7.1	7.1	20.6	20.5
Geophysical Activities	0.1	0.1	-	-
Support Activities	161.4	159.5	317.8	318.4
Base Operating Support	44.6	43.3	133.2	132.9
Medical Support	30.4	30.3	24.6	24.7
Personnel Support	12.2	12.2	7.2	7.2
Individual Training	38.8	38.5	12.1	12.3
Force Support Training	0.8	0.8	0.9	0.9
Central Logistics	7.9	7.8	94.1	94.4
Centralized Support Activities	17.7	17.4	32.2	32.4
Management Headquarters	9.0	9.0	13.6	13.6
Federal Agency Support	0.2	0.2	-	-
Subtotal-Force Structure Allowance	665.7	663.6	-	-
Individuals	106.0	107.5	-	-
Transients	22.6	20.1	-	-
Patients, Prisoners, and Holdees	4.9	4.9	-	-
Students, Trainees	74.2	78.1	-	-
Cadets	4.3	4.3	-	-
Total	771.7	771.1	365.4	365.7

*Fewer than 50 spaces.

Note: Detail may not add to total due to rounding.

ARMY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	Army National Guard		Army Reserve 1/	
	FY 79	FY 80	FY 79	FY 80
Strategic	-	-	-	-
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	-	-	-	-
Tactical/Mobility	340.7	347.7	149.0	160.2
Land Forces	340.7	347.7	149.0	160.2
Tactical Air Forces	-	-	-	-
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
Auxiliary Activities	-	-	-	-
Intelligence	-	-	-	-
Centrally Managed Communications	-	-	-	-
Research and Development Activities	-	-	-	-
Geophysical Activities	-	-	-	-
Support Activites	16.1	16.7	46.8	49.4
Base Operating Support	10.9	11.3	7.2	7.5
Medical Support	0.2	0.2	7.0	7.6
Personnel Support	-	-	-	-
Individual Training	5.1	5.2	32.7	34.3
Force Support Training	-	-	-	-
Central Logistics	-	-	-	-
Centralized Support Activities	-	-	-	-
Management Headquarters	-	-	-	-
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	356.9	364.5	195.8	209.6
Individuals	11.6	15.5	4.8	5.4
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	11.6	15.5	4.8	5.4
Cadets	-	-	-	-
Total	368.5	380.0	200.6	215.0

Note: Detail may not add to total due to rounding.

1/ Selected Reserve.

The Army plans the following during FY 1980:

- Continue to increase NATO combat capability thru improved readiness of forward deployed forces and accelerated deployability of US Army Forces Command units.

- Continuously review the Total Army force to find better ways to satisfy both NATO and non-NATO contingencies.

Since 1974 the Army has made significant changes to the force structure that have dramatically increased the tactical fighting forces. This has been done, over the same time frame, while total end strength has been reduced. The following chart reflects this trend:

Fiscal Year	Tactical/Mobility Category Manpower (In Thousands)	Percent	Total End Strength (In Thousands)
1974	415.3	53%	782.9
1975	445.6	57%	783.9
1976	461.4	59%	778.9
1977	473.7	60%	787.0
1978	482.3	62%	774.2
1979	488.2	63%	771.7
1980	489.8	63%	771.1

X NAVY

CHAPTER X

NAVY MANPOWER REQUIREMENTS

A. Introduction

1. Summary and Highlights

This chapter describes the Navy's Total Force manpower requirements in terms of its active military, reserve, and civilian manpower components for Fiscal Years 1979 and 1980. Navy's manpower requirements derive from the force structure required to accomplish the Navy missions within the national military strategy.

As an aid to understanding Navy's manpower requirements, and to highlight principal elements of Navy's manpower program, this chapter provides:

- a summary of the primary methods used to determine the strength needed to accomplish the assigned missions of the Navy;

- a review of significant manpower trends and indicators;

- a discussion of current Navy initiatives to improve its management of manpower; and

- a detailed review of Navy manpower requirements by Defense Planning and Programming Categories including an explanation of substantial changes between fiscal years.

The Navy program for active military, reserve, and civilian manpower end strengths for Fiscal Years 1979 and 1980 is as follows:

Navy Manpower Requirements

(End Strength in Thousands)

	FY 79	FY 80
Military		
Active	521.7	525.5
Reserve Components	51.4	51.4
Civilian	293.8	294.8

2. Major Force Structure Changes

Significant changes in the composition of the fleet are scheduled to occur between FY 1978 and FY 1979. The number of ships in the active fleet is scheduled to increase from 452 in FY 1978 to 457 in FY 1979. The emphasis on fleet modernization will continue with the strengthening of Navy's surface combatant and submarine force and the dropping of older fleet support and combat ships, including Navy's first nuclear submarine, the NAUTILUS, from the active inventory. Specific force changes are as follows:

- The attack submarine forces will be strengthened with addition of four nuclear submarines offsetting the drop of the NAUTILUS and one diesel submarine.

- A total of eight new Spruance Class destroyers will enter the active fleet while one FRAM I destroyer is dropped.

- Carrier and amphibious force levels will remain constant except for the addition of the landing helicopter assault ship, NASSAU.

- One new submarine tender will be added.

- Other ships dropped from the active fleet include fleet tugs, salvage ships, and a fleet oiler.

- The number of active and reserve Navy fighter and attack squadrons, other than shore-based replacement training squadrons, will remain level at 70.

- The total of active Navy ASW squadrons will remain constant at 52. Reserve ASW squadrons will decline from 17 to 13.

- Navy Reserve ship totals will increase from 57 to 59 with the transfer of two minor fleet support ships from the active fleet.

3. Manpower Requirements Determination

a. Operating Forces. The determination of operating force manpower requirements is accomplished by the Navy's Ship and Squadron Manpower Document (SMD/SQMD) programs. These programs use industrial engineering and statistical techniques to determine the manpower required to achieve a specific level of operational capability. Details concerning the techniques and methodology used in both of these programs were provided in the FY 1976 and FY 1977 Defense Manpower Requirements Reports.

The Ship Manpower Document Program will cover approximately 95 percent of all ships at the end of FY 1978 with coverage projected to be 98 percent by the end of FY 1979. Documents cover active and reserve ships and display total force manpower requirements. They are changed or revised as necessary to reflect systems and equipment changes.

The Squadron Manpower Document (SQMD) program determines manpower requirements for the aviation squadrons based on manpower standards which equate workload to operating tempo in terms of aircraft assignment and flight hour utilization. The SQMD has initial documentation of manpower requirements for approximately 87% of all fleet Navy aircraft squadrons. Because of the continual force restructure within aviation squadrons, the SQMD program schedule allows for documentation update annually for Fleet Replacement and miscellaneous squadrons and bi-annually for operational squadrons.

b. Shore Support Establishment. The Standards and Manpower Planning System (SHORSTAMPS) is being developed as the single requirements determination system for all manpower (military and civilian) in the shore support establishment. Workload that utilizes contract manpower is also documented functionally under the SHORSTAMPS program. SHORSTAMPS consists of a standard tasking subsystem that describes parametrically what and how much work is required, and a set of Navy wide staffing standards that translate workload to manpower requirements. Tasking data prepared and submitted by shore activities are being updated annually.

The current goal is to have the SHORSTAMPS system operational by June 1979. Standards development, however, is a continuing process. Each statement must be updated every two to five years. In FY 1977, one percent of Navy manpower was covered with standards. The goals for FY 1978 and FY 1979 are to increase these percentages to four percent and 30 percent respectively.

B. Significant Trends.

1. Active Military.

a. Strength Levels. Active military strength requirements are scheduled to decrease from 532,300 in FY 1978 to 521,700 in FY 1979. Despite the overall reduction of 10,600 during this period, strength requirements associated with conventional warfare forces are scheduled to increase slightly. At the same time, Navy manpower dedicated to support and pipeline requirements will decline sharply. A comparison of strength requirements in these categories between FY 1978 and FY 1979 reveals the following:

- Strategic manpower remains level prior to scheduled fleet introduction of the first TRIDENT now due for commissioning in FY 1980.

- Manpower in conventional warfare forces increases paralleling an increase in active fleet size. Some of the Ship manning increases are offset by programmed adjustments to Tactical Air Force reconnaissance manpower.

- A substantial reduction is achieved in active military strength requirements associated with communications.

- Sizeable reductions in support requirements are scheduled to occur in the categories of Individual Training, Base Operating Support, and Central Logistics between FY 1978 and FY 1979. Overall support manpower declines significantly despite some offsetting increases, including a growth in manpower requirements dedicated to the Foreign Military Sales Program.

- Manpower in the individuals account is scheduled to decline sharply with a major reduction in Student and Trainee requirements.

b. Officer Procurement Goals. Active officer procurement goals are shown in the following table:

	FY 77	FY 78	FY 79
Plan	7,388	6,766	6,905
Actual	7,117	-	-

The accession levels for FY 1978 and FY 1979, while somewhat lower than FY 1977, will meet overall officer requirements.

c. Enlisted Accession Goals. In contrast to the recruiting success experienced in FY 1976, Navy fell short of its FY 1977 "One Navy" accession goal by 4,757 and its high school diploma graduate (HSDG) accession goal by 3.4 percentage points. ("One Navy" includes all active duty USN and USNR accessions plus a limited number of first enlistments in the Naval Reserves Ready Mariner programs). This recruiting shortfall along with greater than programmed losses resulted in an end strength deficit in FY 1977 of 6200. Although the FY 1978 "One Navy" goal is 9% less than FY 1977 attainment, a formidable challenge to Navy's recruiting force exists. The Delayed Entry Pool base at the beginning of the fiscal year is lower than previous years and competition by the services for quality accessions is expected to increase. Specific "One Navy" accession goals and attainments are as follows:

Quantity

	FY 76	FY 77	FY 78	FY 79
Goal	103,325	116,314	101,003	93,334[1/]
Actual	103,587	111,557	-	-

Quality (HSDG)

Goal	-	76.0%	76.0%	79.0%
Actual	76.5%	72.6%	-	-

1/ The reduction in enlisted accession goals between FY 1978 and FY 1979 parallels the planned decrease in FY 1979 enlisted end strength.

d. Petty Officer Plans. The Enlisted Force Management Plan establishes as a long term goal a strength of 208,390 for petty officer grades E-5 through E-9. In pursuit of this goal, the strength in these top five pay grades will increase from 190,439 in FY 1977 to 190,710 in FY 1978 and FY 1979.

e. Personnel Retention. The prime manpower objective of the Chief of Naval Operations is to obtain personnel stability through the retention of sufficient numbers of top quality people. The Career Reenlistment Objectives Program (CREO) is the management tool for establishing numerical retention targets in specific skills. Future Navy success in retaining adequate numbers of career personnel depends greatly on the effects of economic conditions, the funding of bonus and career counselor programs, and the actual and member perceived changes in benefits. In the short term, the career counselor program and bonus programs constitute the primary Navy-wide effort to retain quality personnel. However, emphasis on the individual Navy member from the highest levels of the Navy Command down to unit commanders has been a key element in promoting the retention of quality personnel. In the long term, improving the satisfaction derived from a career in the Navy should increase retention of both first term and career personnel.

Since the Navy recognizes that the quality of leadership impacts directly upon career satisfaction and the success of retention efforts, increased emphasis is being placed on providing formal leadership training, particularly for officer and enlisted middle managers.

2. Naval Reserve

a. Manpower Reorganization. The size and structure of the Naval Reserve has been in a state of constant revision and refinement with a downward trend in size since FY 1973. During FY 1977 the Navy initiated "Project Readiness" as an ongoing effort to bring the structure of the Naval Reserve into alignment with the Navy's total force requirements.

A reduction in the size of the Selected Reserve in FY 1979 from 87,000 to 51,400 reflects the transfer of staffs and support-type units to the Individual Ready Reserve (IRR), a reduction in the number of Reserve Mobile Construction Battalions (RMCBs) from 17 to 8, disestablishment of four VR squadrons and the four Reserve HS squadrons. Some personnel in the IRR may train during two weeks active duty annually to be ready for mobilization; however, the IRR category does not provide for paid drills, and IRR personnel are not included in strength authorization totals. Affected units provide wartime augmentation of operational staff groups, base support, maintenance activities, training, technical management, administration, and Naval Support units.

b. Hardware Modernization. Improved capabilities are programmed for the Naval Reserve in FY 1979 as follows:

(1) The last of six A-7 squadrons will upgrade from A-7A to A-7B aircraft.

(2) Five Maritime Patrol Squadrons (VP) are scheduled to upgrade from P-3A to P-3B aircraft.

c. Consolidation of Airlift Capability. Complete implementation of the decision to consolidate all airlift requirements with the Military Airlift Command under the management of the Air Force will take place by FY 1979. This consolidation will permit the reduction of four VR (C-118) Naval Reserve Squadrons. The Naval Reserve will be fulfilling all the Navy's CONUS based logistic support requirements with four Fleet Logistic Support (VR) Squadrons utilizing twelve C-9B aircraft.

d. Other Naval Reserve Changes:

(1) Two Fleet Ocean Tugs (ATF) will come into the Naval Reserve Forces (NRF) in FY 1979.

(2) Two Coastal River Squadrons will be restructured and redesignated as Special Boat Units in FY 1979.

3. Civilian Manpower.

Civilian manpower spaces are scheduled to decrease from a level of 300,100 for end FY 1977 to 293,800 for end FY 1979, a reduction of 6,300 in two years. Several of the significant factors that have contributed to this decline are as follows:

- The transfer to the Army of the single manager assignment for conventional ammunition.
- The final decrement of the phased Research and Development drawdown.
- Implementation of the intent of Congress to significantly reduce base operating support civilian positions as expressed in the conference report on the FY 1978 Appropriations Bill.
- Conversion of Public Works Center functions to contractor support.
- Naval Air Rework Facility reductions.

The increased workload at the Naval Shipyards represents the single major Navy program which has shown any substantial growth during the period involved and that growth occurs between FY 1977 and FY 1978.

C. Management Initiatives

1. Manpower Management System

The Navy concluded a major review of its existing manpower and personnel systems in late 1976 in recognition of the need for improved

management of total Navy manpower resources. One of the approved recommendations of this review called for the establishment of a new organizational structure under the Deputy Chief of Naval Operations (Manpower) to improve the planning, programming, budgeting, and management of all manpower resources in a Total Force environment. In furtherance of this tasking, an Implementation Group has been established to assist in planning and coordinating the implementation of required initiatives to enhance the overall efficiency and effectiveness of Total Force management. The Implementation Group is currently engaged in functional analyses of the various systems; correlation of methodologies and requirements; and evaluation of supporting data sub-systems. Maximum emphasis is being placed on obtaining the correct balance, relationships and direction for the new Total Force manpower management structure.

2. Manpower, Training, and Personnel (MANTRAPERS) Plan

Another Navy management initiative currently underway, termed the MANTRAPERS Plan, is designed to gather all the goals and objectives of Navy manpower, personnel, and training into a single management source. This plan, which follows the Life Cycle approach recommended by the Defense Manpower Commission in its April 1976 report, addresses manpower requirements, authorizations, acquisition and classification, training and education, distribution, management of human resources and mobilization requirements.

3. Navy Manpower Planning System (NAMPS)

NAMPS is an automated analytical system of manpower/personnel resource management models currently under development. The objective of NAMPS is to encompass the Navy Total Force Manpower Planning and Programming functions with primary support during the development of Navy's program requirements (the DoD POM process). The system will provide the analytical capability to assess manpower implications of capability and/or resource changes. NAMPS will have the automated capability to match operationally and functionally determined manpower requirements with capability statements to validate increments and decrements of manpower afloat and ashore.

In addition to the evaluation of force structure impacts and mission capability changes, NAMPS will provide the assessement and functional correlation of the shore establishment with principal applications in requirements validation and support of fleet readiness.

NAMPS will track manpower increments and decrements during the POM and the aggregated, authorized rate/rating requirements will be graphically compared to projected inventory resources. In addition, NAMPS is intended to provide a trade-off analysis capability for determining alternative manpower substitution policies and optimal mixes of resources to meet fiscal guidance and/or manpower constraints.

4. Manpower Requirements vs. Hardware Procurement (HARDMAN)

The HARDMAN project is developing the capability to control manpower requirements growth stemming from the design and acquisition of new weapons systems. Analytical capabilities are being developed to support the conduct of manpower/hardware tradeoff/life cycle cost analysis early in new system design. New manpower and training requirements determination and review procedures are being integrated into the weapons system acquisition process. These actions will enable manpower and training resources limitations to be explicitly considered during systems design, and will enable the supportability of new hardware to be assessed before acquisition decisions are made.

5. Civilian Manpower Programming

One of the approved recommendations of the previously mentioned Navy manpower management study called for the integration of civilian manpower planning and programming responsibility along with the existing military planning and programming functions of the Deputy Chief of Naval Operations (Manpower). Integration of these functions is in progress including development of a Navy-wide civilian manpower planning and programming system which will display the numbers and kinds of civilian manpower required at the activity level. The development of this system is underway including initiation of a Civilian Position File (CPF), a Civilian Requirements Planning System, and a Civilian Manpower Mobilization System. The completion of the CPF, which is expected early in 1978, will afford a greater flexibility in review and analysis of total manpower requirements. Further, in recognition of the impact of civilian contract manpower on total manpower forces available, a review has been initiated to develop procedures and alternatives available to the Navy in quantifying and integrating civilian contractor effort into Navy's civilian manpower planning and programming systems.

6. Reserve Manpower Management System

Initial development of a comprehensive Reserve Manpower Management System is underway. The objective of this effort is to enhance management of Selected Reserves as an element of Navy's Total Force manpower resources. To provide the means of improving Navy capabilities in this area, it is anticipated that the reserve manpower requirements determination process will rely heavily on methodology employed in existing Navy manpower systems, particularly the SHORSTAMPS program described previously. The proposed system will enable a decision as to when validated military billets will be filled by active military or Selected Reserve personnel depending on such factors as the skill level required; skill deterioration/regeneration rates; the need for unit/team integrity and training; and a variety of other considerations.

7. Mobilization Manpower Requirements

Efforts are underway to accelerate development of a Navy mobilization manpower requirements system. It will first define explicit mobilization manpower requirements; and, finally, determine the source of this manpower (e.g., active duty, Selected Reserve, IRR). This effort will probably require at least 12 to 18 months to complete. Currently, mobilization requirements for ships and aircraft are developed under the Ship and Squadron manpower documentation systems described previously. In determining support mobilization requirements, total manpower authorizations are derived from approved JCS and Navy OPLANS and war plans. This manpower is then identified to the billet level, the relationship within the unit, skill levels of the billet, and time-phasing of the billet requirement from peacetime through the various stages of post-mobilization.

Augmentation plans will focus on the period following the intensive initial mobilization effort beyond which the initial surge capability of existing manpower resources cannot be sustained. Perceived advantages of this approach include a prioritization of augmentation requirements based on the ability of on-board manpower to assume additional tasking in an expanded work-week; an orderly spacing of augmentation through the initial phases of mobilization; and a realistic augmentation schedule to facilitate associated accession, training, and transportation planning.

8. Headquarters

A study of headquarters functions and activities begun over two years ago has, essentially, been completed. However, Navy continues to review, monitor, and realign headquarters resources in compliance with specified Department of Defense approved standards.

Relative to this effort, a major restructuring of the staffs of the three Navy hardware Systems Commands was implemented this past year. Previous to this restructuring, all personnel attached to these Systems Commands were included within management headquarters staffing levels. Each of the Commands' staff functions was independently surveyed to determine if the personnel attached to various offices were performing functions defined as management headquarters. The survey concluded that many functions were operational in nature and, therefore, that many positions did not fall within management headquarters definitions. Accordingly, operational support activities were established for each of the Commands, and the appropriate numbers were transferred from the management headquarters levels to these support activities. Movement of spaces between categories is included in Chapter XVII on the Audit Trail.

D. Navy Manpower Requirements by Defense Planning and Programming Categories (DPPC)

1. This section summarizes changes in Navy's manpower requirements in terms of program adjustments and functional realignments which dictate year-to-year adjustments in overall Navy strength. The tables immediately following display manpower requirements by DPPC over the period FY 1977 to FY 1980.

As previously noted, Navy experienced an enlisted end strength shortfall of almost 6200 in FY 1977 primarily as a result of an inability to access sufficient numbers of recruits of minimum acceptable quality. The Chief of Naval Operations has instituted a fleet priority manning program which has minimized the impact of manning shortages on fleet units. The inevitable result of this policy, although beneficial to Navy's fleet units, was that manning shortages were disproportionately felt in other structure categories.

Most Navy non-combat manpower categories experienced substantial FY 1977 end of year manning shortages including Communications (-1400), Research and Development (-900), Base Operating Support (-1800), Individual Training (-3200), Force Support Training (-1200), etc. Total manning of Auxiliary Activities and Support Activities fell approximately 11,000 short of planned requirements in FY 1977.

Manning shortfalls as outlined above existed on the last day of FY 1977 and are therefore reflected in the FY 1977 Actual column in the tables that follow. Also, Navy end of year on-board totals frequently vary from planned requirements because of the seasonality of training and PCS movements as well as Navy's programming of average strength vice end strength in the Individuals Accounts. Overall training requirements are particularly high during this period, particularly recruit training because of the influx of recent high school graduates.

To illustrate this variation, Navy's planned FY 1977 Student/Trainee total was 56,900. As stated in the FY 1978 DMRR, this total was estimated to be approximately 5,800 short of the projected training requirement 62,700. The anomaly of comparing the FY 1977 programmed Student/Trainee total 56,900 to either the projected requirements 62,700 or the actual FY 1977 Student/Trainee total on 30 September 1977 of 71,600 can be seen.

In summary, the recruiting shortfall and the students/trainee deficit described above resulted in a shortfall in the actual manning of structure requirements throughout the year, and in particular at the end of the FY 1977. For these reasons, an understanding of changes between FY 1977 and FY 1978 can only be gained through a comparison of planned totals in these years which is provided in the category discussions which follow.

NAVY ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79 Budget	FY 80 Auth.
		FY 79		
Strategic	20.6	21.4	21.4	22.0
Offensive Strategic Forces	19.3	19.8	19.9	20.4
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	1.3	1.6	1.6	1.6
Tactical/Mobility	241.3	246.7	247.9	251.2
Land Forces	2.7	3.2	3.2	3.2
Tactical Air Forces	60.5	63.6	63.4	64.9
Naval Forces	177.8	179.7	181.0	182.9
Mobility Forces	0.3	0.3	0.3	0.3
Auxiliary Activities	25.5	26.9	25.5	25.3
Intelligence	8.6	8.6	8.8	8.7
Centrally Managed Communications	9.1	9.7	8.5	8.3
Research and Development	5.8	6.6	6.2	6.2
Geophysical Activities	2.0	2.0	2.0	2.0
Support Activities	134.5	146.1	141.1	141.6
Base Operating Support	45.7	49.6	48.4	48.6
Medical Support	21.7	22.3	22.7	22.5
Personnel Support	7.4	7.2	7.1	7.1
Individual Training	24.8	28.4	23.6	24.0
Force Support Training	12.7	13.9	14.0	14.1
Central Logistics	5.5	6.7	6.8	6.9
Centralized Support Activities	7.4	8.0	8.6	8.6
Management Headquarters	8.3	8.8	8.8	8.8
Federal Agency Support	1.0	1.1	1.1	1.1
Subtotal-Force Structure Allowance	421.9	441.0	435.9	440.1
Individuals	107.8	91.3	85.8	85.3
Transients	25.8	23.5	23.5	23.9
Patients, Prisoners, and Holdees	6.0	5.5	5.7	5.2
Students, Trainees	71.6	57.9	52.2	51.9
Cadets	4.4	4.4	4.4	4.4
Total	529.7	532.3	521.7	525.5

Note: Detail may not add to totals due to rounding.

NAVAL SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80 Auth.
		FY 79 Budget		
Strategic	0.5	0.5	0.5	0.5
Offensive Strategic Forces	0.5	0.5	0.5	0.5
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	-	-	-	-
Tactical/Mobility	55.7	64.9	49.9	49.9
Land Forces	2.6	3.9	3.7	3.7
Tactical Air Forces	3.3	5.2	4.6	4.6
Naval Forces	48.9	54.8	40.6	40.6
Mobility Forces	1.0	1.0	1.0	1.0
Auxiliary Activities	6.6	4.1	-	-
Intelligence	3.8	2.5	-	-
Centrally Managed Communications	2.0	1.0	-	-
Research and Development	0.6	0.3	-	-
Geophysical Activities	0.2	0.3	-	-
Support Activities	26.7	16.5	-	-
Base Operating Support	11.0	5.2	-	-
Medical Support	1.4	0.6	-	-
Personnel Support	-	-	-	-
Individual Training	2.4	0.2	-	-
Force Support Training	0.9	0.5	-	-
Central Logistics	6.0	5.6	-	-
Centralized Support Activities	2.0	2.2	-	-
Management Headquarters	2.9	2.3	-	-
Federal Agency Support	*	*	-	-
Subtotal-Force Structure Allowance	89.5	86.0	50.4	50.4
Individuals	0.7	1.0	1.0	1.0
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	0.7	1.0	1.0	1.0
Cadets	-	-	-	-
Total	90.2	87.0	51.4	51.4

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

NAVY CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	1.9	2.3	2.8	3.0
Offensive Strategic Forces	1.5	1.9	2.4	2.6
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	0.4	0.4	0.4	0.4
Tactical/Mobility	5.3	5.7	5.8	5.8
Land Forces	-	-	-	-
Tactical Air Forces	0.1	0.1	0.1	0.1
Naval Forces	0.7	0.8	0.9	0.9
Mobility Forces	4.5	4.8	4.8	4.8
Auxiliary Activities	40.0	38.4	38.0	38.0
Intelligence	1.6	1.6	1.6	1.6
Centrally Managed Communications	3.5	3.2	3.3	3.3
Research and Development	33.6	32.3	31.8	31.8
Geophysical Activities	1.3	1.3	1.3	1.3
Support Activities	250.8	250.1	247.2	248.0
Base Operating Support	65.1	64.2	62.6	62.6
Medical Support	9.5	9.6	9.9	9.9
Personnel Support	0.8	1.3	1.3	1.3
Individual Training	4.4	4.4	4.2	4.2
Force Support Training	1.4	1.4	1.4	1.4
Central Logistics	152.7	152.8	151.3	152.2
Centralized Support Activities	8.6	7.8	7.8	7.9
Management Headquarters	8.3	8.6	8.7	8.5
Federal Agency Support	-	-	-	-
Total	298.0	296.5	293.8	294.8

Note: Detail may not add to total due to rounding.

1. Strategic

Navy Strategic Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	21.0	20.6 1/	21.4	21.4
Reserve Components	0.2	0.5	0.5	0.5
Civilian	2.0	1.9	2.3	2.8

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

The Strategic category consists of those nuclear offensive, defensive, and control and surveillance forces which have as their fundamental objective deterrence and defense against nuclear attack upon the United States, our military forces, bases overseas, and our allies. Within Navy, the large majority of manpower in this category is comprised of ship manpower associated with the Fleet Ballistic Missile (FBM) System, including both SSBNs and their tenders as shown below. Additional manpower requirements are associated with development of the TRIDENT program. Also included are strategic manpower requirements associated with operational headquarters and communications/ADP support.

The active military manpower requirements associated with FBM ships in FY 1979 are as follows:

Type of Ship	Number Of Ships 1/	Average Manning	Total Manpower
SSBN	41	282 2/	11,132
Tenders	5	1,200	5,991

1/ Includes active ships in FY 1979 and those in overhaul and under conversion.

2/ Reflects average manning of SSBN class. Ships in overhaul and under conversion are manned at a lower level than active ships.

The increase of 400 in active military Strategic manpower between FY 1977 and FY 1978 is wholly attributable to growth in TRIDENT program requirements. Approximately 300 of this increase is associated with precommissioning crew requirements for TRIDENT submarines, the first of which is now scheduled for commissioning in FY 1980. The remaining increase of about 100 represents a small increase in TRIDENT shore support requirements, primarily at the Navy Submarine Base, Bangor, Washington.

The increase of 300 in Naval Selected Reserve requirements from FY 1977 to FY 1978 results from an increase of 200 in FBM Submarine Tender mobilization requirements and a shift of 100 in the Operational Headquarters (FBM) area from the Support Activities category to Strategic.

The increase in civilian manpower from FY 1977 through FY 1979 is caused by growth in TRIDENT program requirements.

The following table summarizes Navy manpower by type of Strategic manpower during the period FY 1977 - FY 1979.

Strategic Manpower by Subcategory
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active				
Offensive	19.4	19.3	19.8	19.9
Defensive	-	-	-	-
Control & Surveillance	1.5	1.3	1.6	1.6
Total	21.0	20.6	21.4	21.4
Reserve Components				
Offensive	0.2	0.5	0.5	0.5
Defensive	-	-	-	-
Control & Surveillance	-	-	-	-
Total	0.2	0.5	0.5	0.5
Civilian				
Offensive	1.6	1.5	1.9	2.4
Defensive	-	-	-	-
Control & Surveillance	0.4	0.4	0.4	0.4
Total	2.0	1.9	2.3	2.8

Note: Detail may not add to totals due to rounding

2. Tactical/Mobility

The Tactical/Mobility category is composed of manpower requirements associated with conventional warfare forces and their operational headquarters and supporting units. Within the overall Tactical/Mobility category, Navy manpower is contained in the separate subcategories of Land Forces, Tactical Air Forces, Naval Forces, and Mobility Forces. Each of these subcategories is addressed separately below.

a. Land Forces. Navy Land Forces strength includes doctors, chaplains, hospital corpsmen, and dental technicians assigned to Marine Corps divisions, regiments, and air stations. The following table shows Navy manpower committed to Land Forces.

Navy Land Forces
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	3.2	2.7 1/	3.2	3.2
Reserve Components	4.6	2.6	3.9	3.7

1/ An explanation of the difference between the FY 1977 planned and actual totals is provided in paragraph D.

The large Selected Reserve difference between FY 1977 Plan (4.6) and FY 1977 Actual (2.6) is due to fluctuating mobilization requirements. Between FY 1976 and FY 1977 the requirement jumped from 3.0 to 4.6 and sufficient time was not available to recruit personnel to fill the new requirements. The increase of 1600 resulted from a review of reserve mobilization requirements under Project Readiness.

The decrease of 700 in Naval Selected Reserve requirements from FY 1977 to FY 1978 represents part of the overall reduction from 96,500 to 87,000 during those years. Reduced medical and dental support is provided for both active and Reserve Marine Divisions. Wartime medical and dental support will be provided by the IRR. The decrease of 200 from FY 1978 to FY 1979 is part of the Naval Selected Reserve reduction from 87,000 to 51,400 in those years. Affected units are the 1st, 2nd. and 3rd Marine Fleet Supply Service Groups whose personnel are transferred to the Individual Ready Reserve (IRR).

b. Tactical Air Forces. The Tactical Air Forces subcategory includes manpower associated with Navy fighter, attack, reconnaissance, and special operations squadrons; multipurpose aircraft carriers; and tactical air operational headquarters units. The following table reflects Navy manpower associated with Tactical Air Forces.

Navy Tactical Air Forces Manpower 1/
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	68.3	60.5	63.6	63.4
Reserve Components	4.6	3.3	5.2	4.6
Civilian	0.1	0.1	0.1	0.1

1/ Includes manpower for multipurpose carriers and associated air wings.

Of the 7800 difference between the FY 1977 planned and actual totals, the majority of the difference is caused by changes in the manning of aircraft carriers which occurred immediately prior to the end of the fiscal year. These changes included decommissioning the conventional carrier F. D. ROOSEVELT and her air wing (approximately -3500) and commissioning of the nuclear carrier EISENHOWER at less than full manning at the close of FY 1977 (-500). The rest of the difference, approximately 3800, is due to the overall Navy FY 1977 manning shortage and other end of year factors discussed previously in paragraph D at the beginning to this section.

Tactical Air Force planned active military manpower requirements decline by approximately 4700 between FY 1977 and FY 1978. The major portion of this reduction is associated with the decommissioning of CV42 FRANKLIN D. ROOSEVELT (FDR) totalling 2400 and other carrier overhauls (-500). Aviation squadron manpower requirements also decline during this period by a total of -1900 including the following squadron types: A-7 (-700); F-4 (-500); A-6 (-200); Reconnaissance (-300); Early Warning (-200). The bulk of the squadron manpower reductions was caused by the elimination of the FDR carrier air wing requirement and the phased deactivation of several RA5C Reconnaissance squadrons. The total reduction is offset slightly by an increase of 100 attributable to activation of an additional A-7 reserve squadron in FY 1978. The active military reduction of 200 between FY 1978 and FY 1979 is caused by final termination of the RA5C airborne reconnaissance program (-400) being partially offset by minor increases in carrier and F-14 squadron manpower (+200).

The Selected Reserve manpower difference between FY 1977 Plan (4.6) and FY 1977 Actual (3.3) results from the fact that the quantity/quality requirements of the Tactical Air Squadrons are difficult to fill and are not being met. The increase of 600 in Naval Selected Reserve requirements from FY 1977 to FY 1978 is mainly the result of aircraft modernization in reserve attack and fighter squadrons. The decrease of 600 from FY 1978 to FY 1979 is part of the Naval Selected Reserve reduction from 87,000 to 51,400. Affected units are Air Group and Wing Staff/NAVAIRLANT and NAVAIRPAC Staff/Fleet Air Staff Augmentation units whose personnel are transferred to the IRR.

c. Naval Forces. This subcategory includes manpower strength related to ASW and Fleet Air Defense Forces, Amphibious Forces, and Naval Support Forces. As the largest subcategory of active military and reserve manpower in the Navy, it includes virtually all ship manpower requirements exclusive of the FBM manpower reflected in the Strategic category and the carrier manpower shown under Tactical Air Forces. The following table depicts total Navy strength contained in the Naval Forces subcategory.

Naval Forces Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	177.9	177.8	179.7	181.0
Reserve	53.7	48.9	54.8	40.6
Civilian	0.8	0.7	0.8	0.9

FY 1977 active military requirements in the Naval Forces category totalled 179.6 thousand. This total was reduced by 1700 to the 177.9 plan total shown above in view of a projected shortage of accessions in FY 1977 and a consequent inability to fully man total Naval Forces requirements. A comparable shortage is not anticipated in this category in FY 1978. The actual increase of about 100 requirements between these two years represents the net of increased ASW and Fleet Air Defense Forces (+900) and Amphibious Forces (+500) coupled with a reduction of Naval Support Forces (-1300). Growth in overall manpower requirements associated with introduction of modern surface combatant ships and nuclear submarines commissioned in FY 1978 was offset largely by decommissioning of minor fleet support ships, patrol craft and obsolete World War II vintage ships.

Active military manpower requirements in the Naval Forces category increase by 1300 between FY 1978 and FY 1979. Increases of approximately 2300 in the area of ASW and Fleet Air Defense and 1400 in Amphibious Forces primarily reflect the introduction of eight Spruance Class destroyers, four nuclear submarines, and a new Landing Helicopter Assault Ship. These increases are partially offset by a reduction of approximately 2400 in Naval Support Forces manpower including reductions of Fleet Maintenance Assistance Groups (-1700); reserve fleet support aircraft squadrons (-300); minor fleet support ships being decommissioned in FY 1979 (-300); and the net of a number of other manning adjustments on non-combatant ships (-100).

The net increase of 1,100 in Naval Selected Reserve requirements from FY 1977 to FY 1978 is the result of a combination of changes. Major increases in mobilization requirements were made in the areas of Special warfare (600) and Cargo Handling (1,200). In addition, several Security Group units (800) previously in Auxiliary Activities category now are in the new program element, Cryptologic Direct Support, which is under Naval Forces. Also, a shift in Operational Headquarters (Fleet/-Sea Control-Air/Sea Control-Surface) augmentation requirements (900) was made from Support Activities category to Naval Forces. Major decreases in mobilization requirements were made in the areas of Amphibious Forces (1,000) and Fleet Support Forces (1,000). In addition, LAMPS Squadron augmentation (200) and Reserve HS Squadron Selected Reserve size (100) were reduced. The decrease of 14,200 in Selected Reserve requirements from FY 1978 to FY 1979 in part represents the overall Naval Selected Reserve reduction from 87,000 to 51,400 in those years. Affected units, whose personnel are transferred to the IRR, include Operational Headquarters (Surface/Sub-Surface) Staffs (1,600), Amphibious Tactical Support Units (1,300), Cargo Handling (600), Special Combat Support (300), Naval Construction Forces (6,700), and Cryptologic Direct Support (800). In addition, the Reserve HS Squadrons (600) and the VR (C-118) Squadrons (2,300) are disestablished.

d. Mobility Forces. Included in this subcategory is Navy strength associated with its required airlift/sealift capability as well as port terminal and traffic management operations. Navy manpower in the Mobility Forces category is shown below.

Navy Mobility Forces Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	0.3	0.3	0.3	0.3
Reserve Components	1.4	1.0	1.0	1.0
Civilian	4.6	4.5	4.8	4.8

The decrease of 400 in Naval Selected Reserve requirements from FY 1977 to FY 1978 results from the elimination of mobilization requirements for Military Transportation Units (100) and a shift of 300 from MSC Area Headquarters to Management Headquarters (Sealift).

The civilian increase between FY 1977 and FY 1978 is attributable to ship manning adjustments and status changes within the Military Sealift Command fleet, including activation of a fleet tug currently under construction.

3. Auxiliary Activities

Strength included in the category of Auxiliary Activities is associated with Department of Navy programs which come under centralized DoD control. The various programs include Intelligence, Centrally Managed Communications, Research and Development, and Geophysical Activities. Each of these programs constitutes a separate category of manpower as detailed below.

a. Intelligence. This category contains strength for the centralized intelligence gathering and analytic agencies and activities of the Department of Defense consisting of the Consolidated Cryptologic Program (CCP) and the General Defense Intelligence Program (GDIP), including intelligence communications.

Navy Intelligence Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active 1/	8.8	8.6	8.6	8.8
Reserve Components	5.3	3.8	2.5	-
Civilian	1.6	1.6	1.6	1.6

1/ Not included in the above totals are military personnel in combat related intelligence units.

Navy Intelligence manpower requirements decline by approximately 200 between FY 1977 and FY 1978 primarily in the area of cryptologic communications support reductions in overseas activities in Spain and Japan. The increase of 200 active military between FY 1978 and FY 1979 is attributable to increased Navy enlisted support requirements at the National Security Agency headquarters (+100) and increasing Intelligence production requirements in several locations.

The Selected Reserve manpower difference between FY 1977 Plan (5.3) and FY 1977 Actual (3.8) is largely due to the problems in recruiting

Selected Reservists for this category which is being eliminated by the proposed reduction to 51,400 in FY 1977.

The decrease of 2,800 in Naval Selected Reserve requirements from FY 1977 to FY 1978 represents part of the overall reduction from 96,500 to 87,000 during those years. Reduced augumentation is provided for Cryptologic activities, Intelligence Production activities, Intelligence Management and Support activities, Service Support to Cryptologic Operations, and Defense Document/Interrogation/Attache units. The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR. Affected units include those mentioned above as well as those augmenting ELINT center, Scientific/Technical Intelligence activities, Fleet Intelligence Support Activities, Cryptologic Communications activities, and Intelligence Communications units.

b. Centrally Managed Communications. This subcategory reflects strength associated with the Defense Communications System, internal Navy communications requirements, satellite communications systems, communications security and other related communications units. The following table reflects Navy strength associated with these communications requirements.

Navy Centrally Managed Communications
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	10.5	9.1 1/	9.7	8.5
Reserve Components	1.6	2.0	1.0	-
Civilian	3.6	3.5	3.2	3.3

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

Navy planned active military manpower requirements in the Communications category decline by approximately 800 between FY 1977 and FY 1978. Increased utilization of communications satellite capability has permitted substantial manpower reductions at a variety of overseas sites including communications units in Guam, Japan, Puerto Rico, the United

Kingdom and the Philippines. Also reflected in this reduction is the closure of the Naval Communication Station in Morocco.

Active military manpower in this category declines by an additional 1200 between FY 1978 and FY 1979. This total reduction reflects further overseas reductions attributable to the SATCOM program; phased withdrawal of the US Naval Training Command, Morocco; and the replacement of active military communications manpower in CONUS by civilian and contract manpower.

The decrease of 600 in Naval Selected Reserve requirements from FY 1977 to FY 1978 represents part of the overall reduction from 96,500 to 87,000 during those years. Reduced augmentation is provided from Navy Telecommunications Area Master Stations and other advanced base functional components and station units. The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR. Affected units include those mentioned above as well as those augmenting the Defense Communications System and selected Security Group activities.

The civilian decrease in FY 1978 is due primarily to the closure of the Naval Training Command, Morocco.

c. Research and Development. The Navy's R&D community consists of headquarters, laboratories, RDT&E project ships, test and evaluation activities, and support offices. The largest segment of the Navy's R&D establishment consists of R&D laboratories. The Navy's R&D efforts are comprehensive, since they must deal with land, sea, air, and undersea operations. In-house work is performed at 32 Navy RDT&E installations, including 7 medical laboratories and 13 industrially-funded facilities such as the Naval Research laboratory, the David W. Taylor Naval Ship Research and Development Center, and the Naval Air Development Center. The following table depicts Navy's R&D strength.

Navy Research and Development Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	6.7	5.8 1/	6.6	6.2
Reserve Components	0.7	0.6	0.3	-
Civilian	33.4	33.6	32.3	31.8

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

Active military manpower requirements in the category of Research and Development declines by 100 between FY 1977 and FY 1978 as a result of minor R&D manpower adjustments. The reduction of 400 between FY 1978 and FY 1979 reflects the transfer of the Naval Air Engineer Center from this category to the Central Logistics category.

The decrease of 400 in Naval Selected Reserve requirements from FY 1977 to FY 1978 represents part of the overall reduction from 96,500 to 87,000 during those years. Reduced augmentation is provided for R&D Laboratories and R&D installation support. The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR. Affected units include those mentioned above as well as those augmenting RDT&E project ships.

As a part of a DoD policy to achieve savings in the R&D program to shift more R&D effort from the defense laboratories to private industry, the Navy planned to reduce its in-house RDT&E workforce by 3,000 between end FY 1974 and end FY 1976 plus an additional 637 by end FY 1977. However, the House and Senate Armed Services Committees disagreed with the proposed drawdown unless it was phased over a longer period of time to permit concurrent staff renewal in the research and development organization. A revised reduction plan spreading the RDT&E reductions over four years instead of two was subsequently approved; the 3,000 reduction in the in-house RDT&E work force will be completed by 30 September 1978. The civilian personnel decrease between FY 1977 and FY 1978 reflects the final decrement of the RDT&E drawdown (-500); a transfer out of about 200 spaces to supplement Acquisition Management; plus various other program adjustments (-400). The civilian decrease from FY 1978 to FY 1979 reflects overall program reductions.

d. Geophysical Activities. The Navy's geophysical effort includes the Naval Observatory under the Chief of Naval Operations and Oceanographic and Meteorological activities under the Oceangrapher of the Navy. These activities employ professional meteorologists, oceanographers, geophysicists, mathematicians, engineers, and technical specialists, as well as a small headquarters staff.

Navy Geophysical Activities Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	1.9	2.0	2.0	2.0
Reserve Components	0.3	0.2	0.3	-
Civilian	1.3	1.3	1.3	1.3

The apparent active military manpower increase of approximately 100 between FY 1977 and FY 1978 in this category is caused by rounding.

The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR. Affected units are those augmenting the Naval Weather Service.

4. Support Activities

This category includes strength associated with base operating support requirements of both combat and support installations. Also included are centralized organizations, activities, and services consisting of medical and personnel support, individual and force support training, logistics management headquarters, federal agency support, and other centralized support activities.

a. Base Operating Support. Strength in this subcategory provides for the operation and maintenance of both combat and support forces. Base Operating Support totals for combat forces provide for strategic, tactical, and airlift and sealift commands, including supporting base communications and air traffic control. Base Operating Support totals for support forces provide for auxiliary forces, research and development, logistics, training, medical, and administrative commands.

Navy Base Operating Support Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	47.5	45.7 1/	49.6	48.4
Reserve Components	9.4	11.0	5.2	-
Civilian	66.3	65.1	64.2	62.6

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

FY 1977 active military requirements in the Base Operating Support ·ategory totalled 48.5 thousand. This total was reduced by 1000 to the ⁷.5 plan total shown above in view of a projected shortage of accessions

in FY 1977 and a consequent inability to fully man Base Operating Support requirements. The actual increase of approximately 1100 requirements in this category between FY 1977 and FY 1978 is primarily caused by the reinstatement of NAS Corpus Christi to full operational status and retention of NAS Memphis for support of reserve air operations (+600). Other increases include increased air base support requirements in several overseas locations (+200) and the net of a number of fleet support adjustments (+300).

Active military manpower requirements in this category declined approximately 1200 between FY 1978 and FY 1979. This reduction is primarily caused by the planned transfer of undergraduate helicopter training responsibility from the Navy to the Army in FY 1979 (-200); reductions of base operating support personnel at Naval Training Centers (-500); and diminished active military requirements in support of the Naval Reserve program (-500) reflecting the reduction of over 35,000 in the Naval Selected Reserve authorization request between FY 1978 and FY 1979.

The decrease of 4,200 in Naval Selected Reserve requirements from FY 1977 to FY 1978 represents part of the overall reduction from 96,500 to 87,000 during those years. Reduced augmentation is provided for combat and support installations: Naval Stations, Naval Air Stations and Facilities, Amphibious Bases, and Advanced Base Functional Components. The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR. Affected units include those mentioned above as well as those augmenting Aviation Tank Farms, Fleet Post Offices, Naval Aviation Support Facilities, Ship Repair Facilities, Naval Magazines, and Ordnance Facilities.

The civilian decrease of 2,100 between FY 1977 and FY 1978 reflects the transfer of 300 to Logistics Support Activities for the establishment of the Navy Regional Data Automation Command (NARDAC), and a conversion to contract in the Public Works Centers of about 500 civilian spaces. In addition, reductions of over 1,300 civilian spaces are in compliance with the intent of Congress to reduce base operating support civilian positions as was expressed in the Conference Report on the FY 1978 Appropriations Bill (Title III, House Report 95-565). Reductions in FY 1979 reflect decreases for continuing the conversion to contract of Public Works Center functions (800), Training Base operations reductions of (600) and Fleet Support Base operations reductions (200).

b. Medical Support. Navy manpower requirements included in this category represent that strength required to provide medical care in DoD military medical facilities, including medical centers, hospitals, clinics, dispensaries, infirmaries, and laboratories; and for medical care to qualified individuals in non-DoD facilities. Navy Medical Support requirements are shown in the following table.

Navy Medical Support Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	22.2	21.7	22.3	22.7
Reserve Components	1.2	1.4	0.6	-
Civilian	9.8	9.5	9.6	9.9

Although active military officer strength in the Medical Support category remains virtually level throughout the period shown, the increase of approximately 100 between FY 1977 and FY 1978 reflects enlisted staffing of medical care requirements primarily at major Navy Regional Medical Centers throughout the United States. The FY 1978 - FY 1979 increases of 400 active military requirements in the medical support category reflects regionalization of field medical and dental manpower. This process reduced medical manpower assigned to operational units carried in other DPPC's and caused medical manpower in this category to increase by 200. The remaining increase reflects increased demands for laboratory and dental technicians.

The decrease of 600 in Naval Selected Reserve requirements from FY 1977 to FY 1978 represents part of the overall reduction from 96,500 to 87,000 during those years. Reduced augmentation is provided for Environmental Preventive Medicine Units and the Naval Medical Material Supply Command. The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR. Affected units include those mentioned above as well as those augmenting Naval Regional Dental Centers, BUMED Dental Units, Station Hospitals for Advanced Bases, Surgical Teams, Neuro-Surgical Teams, and the National Naval Dental Center.

The civilian decrease between FY 1977 and FY 1978 is related to the base operations reduction imposed by Congress of about 200. This reduction is in addition to a reduction of 100 that was already programmed. The increase of 300 civilians in FY 1979 is for overall improvement of medical services and support in Navy facilities.

c. Personnel Support. This strength category includes manpower requirements associated with Navy recruiting and examining, the overseas dependents education program, reception centers, disciplinary barracks, centrally-funded welfare and morale programs, the Armed Forces Information Program, and civilian career training and intern programs. This category also includes research and development manpower requirements for human factors and personnel development research.

Navy Personnel Support Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	7.3	7.4	7.2	7.1
Civilian	0.9	0.8	1.3	1.3

The reduction of approximately 100 active military in this category between FY 1977 and FY 1978 primarily reflects across-the-board terminations and reductions of Navy Band strength at a variety of locations. The further reduction of 100 between FY 1978 and FY 1979 reflects a general decline of Navy active strength requirements in support of CONUS Armed Forces Entrance and Examination Stations.

The civilian increase into FY 1978 is primarily for the centrally managed Civilian Training, Education and Development Program (+500). This program consists of the DoD-wide and service-wide formal career training for Interns and for Career Executive Development. These resources were previously carried under Central Logistics-Supply Operations (300) and Centralized Support Activities (200). Other minor adjustments amount to a reduction of about 100 spaces.

d. Individual Training. This category contains the strength required to conduct and support formal military and technical training as well as professional education of military personnel conducted under the centralized control of service training commands. Training activities in this category encompass recruit training, officer acquisition training (including ROTC), general skill training, flight training, professional development education, health care individual training, and training support activities.

Manpower in the Individual Training Category conducts and supports training of students and trainees of the active Navy in both PCS and TAD (temporary duty) status and also Naval Reservists on active duty for training. The students and trainees in PCS status are carried in the Individuals category; those in TAD status are included in the categories of their parent commands.

Navy Individual Training Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	28.0	24.8 1/	28.4	23.6
Reserve Components	1.0	2.4	0.2	0.0
Civilian	4.5	4.4	4.4	4.2

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

Active military manpower requirements in this category increase by about 400 between FY 1977 and FY 1978. This overall increase reflects the net of additional strength requirements associated with the conduct and support of Recruit and General Skill Training requirements (+1100) being offset by general reductions in instructor requirements associated with undergraduate pilot training (-600) and the net of miscellaneous instructor reductions throughout the training community (-100). Changes in total training manpower are explained more fully in the annual Military Manpower Training Report.

Individual Training active military manpower declines by about 4800 between FY 1978 and FY 1979 primarily as a result of the decommissioning of the ship used for aviation training (-1400); planned transfer of undergraduate helicopter training responsibility to the Army and other sizeable reductions in training squadron staff (-1500); reductions in specialized training staffs (-1700); and reductions in recruit and apprenticeship training staffs (-200).

The decrease of 800 in Naval Selected Reserve requirements from FY 1977 to FY 1978 represents part of the overall reduction from 96,500 to 87,000 during those years. Augmentation was eliminated for Flight Training Units (700) and reduced for Specialized Training Units (100). The decrease of 200 from FY 1978 to FY 1979 reflects the elimination of those Selected Reserve requirements remaining in Specialized Training. These personnel are transferred to the IRR. Affected units include Naval Air Maintenance Training Detachments, the Armed Forces Air Intelligence Training Center and the Fleet Intelligence Training Centers Atlantic and Pacific.

Civilian manpower spaces decrease from FY 1978 to FY 1979 by about 230 for Undergraduate Pilot and General Skill Training.

e. Force Support Training. Force Support Training strength is composed of manpower requirements of units which provide training to, or evaluation of, organized crews and units in conjunction with the performance of a specific mission. Navy civilian support in this area consists primarily of maintenance and clerical support of Fleet Air Training Units. The student pipeline programmed for Force Support Training is included in the Student and Trainee subcategory of the DPPC category of Individuals.

Navy Force Support Training Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	13.9	12.7 1/	13.9	14.0
Reserve Components	1.0	0.9	0.5	-
Civilian	1.6	1.4	1.4	1.4

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

The apparent increase of about 100 active military manpower in this category between FY 1978 and FY 1979 actually represents rounding of a net increase of 34 associated with Navy's readiness training squadrons.

The decrease of 500 in Naval Selected Reserve requirements from FY 1977 to FY 1978 represents part of the overall reduction from 96,500 to 87,000 during those years. Reduced augmentation is provided for Fleet Aviation Specialized Operational Training Groups, Fleet Training Groups, COMTRALANT, COMTRAPAC, and Nuclear Weapons Training Atlantic. The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR. Affected units are those mentioned above.

Civilian manpower spaces declines by about 200 between FY 1977 and FY 1978 in training readiness squadrons, fleet support, and training support to units.

f. Central Logistics. Manpower requirements reflected in this category represent Navy strength associated with Supply Operations

(supply depots and centers, inventory control points, centralized procurement offices), Maintenance Operations (Navy Air Rework Facilities, shipyards, Navy Avionics Facility, Inactive Ship Maintenance Facility, etc.), and Logistic Support Operations which include a variety of logistic and technical support operations.

Navy Central Logistics Manpower

(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	6.1	5.5 1/	6.7	6.8
Reserve Components	5.7	6.0	5.6	-
Civilian	152.1	152.7	152.8	151.3

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

The increase of 600 active military manpower in this category between FY 1977 and FY 1978 is accounted for by transfer of the Navy Regional Data Automation Center from the category of Centralized Support Activities to this category and increases at several other minor logistic support activities (+400); and minor increases in procurement requirements (+100) and industrially funded missile facilities (+100).

The increase of 100 active military manpower between FY 1978 and FY 1979 is attributable to the transfer of the Naval Air Engineering Center to this category from the category of Research and Development (+300) being partially offset by reductions in naval shipyard manpower (-100) and a decline in strength requirements at the Atlantic Polaris Missile Facility and associated missile logistic support (-100).

The decrease of 100 in Naval Selected Reserve requirements between FY 1977 and FY 1978 reflects the net of substantial changes in reserve augmentation requirements during this period. The augmentation requirements include increases for Inventory Control Points (+200), Depot Maintenance (+100), Ship Maintenance Activities (+800), and by reduced augmentation requirements for Naval Ordnance Activities (-300) and various construction and engineering units (-500), as well as elimination of the Naval Inactive Ship Maintenance Facility (-400). These reductions

reflect the overall reduction of Naval Selected Reserve strength during this period from 96,500 to 87,000.

The elimination of all Naval Selected Reserve strength in the Central Logistics Category in FY 1979 reflects the planned transfer of personnel to the IRR and the overall reduction of requested Selected Reserve authorization of 35,600 from FY 1978 to FY 1979. Affected units, in addition to those in the preceding paragraph, include those associated with Supply Depots, Procurement Operations, Service Support to the Defense Logistics Agency, and the Naval Ship Engineering Center.

The following table summarizes Navy manpower by type of logistic operation during the period FY 1977-FY 1980.

Central Logistics Manpower by Type of Operation

(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active				
Supply Operations	1.5	1.3	1.6	1.6
Maintenance Operations	3.3	2.9	3.4	3.4
Logistic Support Operations	1.2	1.3	1.8	1.8
Total	6.1	5.5	6.7	6.8
Reserve Components				
Supply Operations	1.1	1.1	1.3	-
Maintenance Operations	3.0	3.2	3.2	-
Logistic Support Ops	1.6	1.7	1.1	-
Total	5.7	6.0	5.6	-
Civilian				
Supply Operations	22.1	21.9	21.8	21.8
Maintenance Operations	117.0	117.8	117.4	115.8
Logistic Support Operations	13.0	13.0	13.6	13.7
Total	152.1	152.7	152.8	151.3

Note: Detail may not add to totals due to rounding.

1. Supply Operations. The civilian change from FY 1977 to FY 1978 is primarily for the transfer of about 300 civilian spaces to the Personnel Support Category for the Centrally Managed Civilian Development Program. In FY 1978 and FY 1979 approximately 1,600 military and 21,800 civilians will be employed in supply depots, regional procurement offices, inventory control points, and contract administration offices, reflecting a level program.

2. Maintenance and Operations.

- Naval Air Rework Facilities. The Air Rework Facilities perform depot level maintenance of aircraft and components, manufacture of critical nonavailable parts, and provide technical assistance to intermediate maintenance organizations. Staffing requirements are largely based on standard workload procedures for the types of jobs being performed. Aircraft and engine requirements are converted to man-hours by multiplying the number of units by negotiated program production norms. The applicable overhead hours associated with the direct hour base are then added to derive the total productive hours required. Productive hours required are then converted to manyears. The total of 149 military and 22,000 civilian spaces are planned for end FY 1979. Overall decreases are about 400 civilian spaces between FY 1977 and FY 1978 and 1,100 spaces by end FY 1979 due to workload reductions.

- Navy Avionics Facility. In FY 1979 eight military and 2,235 civilians will be employed at the Naval Avionics Facility, Indianapolis, Indiana (NAFI). NAFI is engaged in new developments, refining new productions and designs, and meeting fleet requirements as problems arise. The work situation at NAFI is one of continuous change. Jobs assigned to NAFI are usually placed there under emergency conditions, to be developed to the point where they may be placed in industry to satisfy Navy requirements. Tasks are not routinely assigned to NAFI on the basis of any "functional" relationship; they are placed there based upon a pressing need peculiar to the specific job and surrounding circumstances at the time of the assignment. Except for a decrease of less than 200 between FY 1977 and FY 1978, the NAFI civilian program is essentially level for all years.

- Missile Facilities. The Polaris Missile Facility, Atlantic, and Strategic Weapons Facility, Pacific, which will employ 396 military personnel and 900 civilians in FY 1979, provide maintenance for the POLARIS/POSEIDON Fleet. Associated civilian manpower remains level between FY 1978 and FY 1979 although active military manpower decreases as previously indicated.

- Naval Shipyards. The Naval Shipyards, which will employ 734 military and 68,231 civilians in FY 1979, provide logistics support for assigned ships and service craft; perform authorized work in connection with construction, conversion, overhaul, repair, alteration, drydocking, and outfitting of ships and craft; and perform manufacturing, research, development and test work.

- The naval shipyard workload is determined and monitored on a three year cycle. Naval shipyard workload is developed from customer's budget dollars (including non-DoD customers) and is distributed to naval and private shipyards in accordance with homeport policy, shipyard capabilities and employment potentials. Based on the projected ship workload average manyears of employment, end of fiscal year employment is determined for individual naval shipyards in terms of productive shop and support manpower requirements.

- Civilian spaces increase by 3,700 in FY 1978 as a result of increases in Naval Shipyard workload in the Fleet Repair, Alteration and Conversion Programs. Civilian spaces in FY 1979 are level with FY 1978. Improvement in the material condition of naval ships in future fiscal years is one of the priority programs of the Secretary of Defense. The increase in shipyard manpower is essential to accomplishing that objective as well as eliminating the backlog of ship overhaul deferrals by FY 1982.

- Ordnance Activities. In these activities civilian employment will decrease by about 2,900 spaces to a level of 18,100 by end of FY 1978 and to 17,900 by FY 1979. A significant part of this decrease is due to the transfer of over 2,300 spaces to the Army for the establishment of the Single Manager Assignment for Conventional Ammunition. Additional decreases of almost 600 spaces for property disposal and productivity increases account for the remainder. In FY 1979, active military manpower in this category totals 1,492 military personnel.

- Naval Ship Engineering Center. The Naval Ship Engineering Center which will employ approximately 79 military and 2,244 civilians in FY 1979 performs assigned engineering and material management functions for ship, system, equipment and material requirements in support of the Naval Sea Systems Command. FY 1978 civilian spaces decreases from FY 1977 by slightly more than 100. An essentially level program is forecast for FY 1978 and FY 1979.

- Inactive Ship Maintenance Facilities. The Inactive Ship Maintenance Facilities are dedicated to the upkeep, support, and preservation of the Navy's "mothball" fleet. About 200 of the civilian positions at this activity are scheduled for conversion to contract during FY 1979.

3. Logistics Support Operations. In addition to Supply and Maintenance and Production activities, Logistics Support also included 1,802 military and 13,700 civilians in FY 1979 in a variety of logistics and technical support activities. Included are the Navy Publications and Printing Service, technical and engineering support activities of the Naval Air, Sea, and Electronics Systems Command and the Navy Regional Data Automation Command (NARDAC). The increase in this category between FY 1977 and FY 1978 is primarily for the NARDAC (+700) which reflects the reorganization of the Navy ADP functions into a central activity. The resources were obtained through transfer from the existing ADP resources in the Navy

Accounting and Finance Center, Naval District of Washington, Navy Command Support Activity and the Naval Material Command Support Activity. Other adjustments account for a net decrease of 100.

g. Centralized Support Activities. This category includes non-management headquarters strength in unified commands, international military organizations, foreign military sales support, counterintelligence, reserve readiness support, public affairs, personnel administration, finance centers, audio visual activities, criminal investigations, support of Defense agencies, and other miscellaneous support activities.

Navy Centralized Support Activities Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	8.1	7.4 1/	8.0	8.6
Reserve Components	1.2	2.0	2.2	-
Civilian	9.0	8.6	7.8	7.8

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

The decrease of 100 active military manpower in this category between FY 1977 and FY 1978 can be accounted for by a minor growth in Foreign Military Sales Support reimbursable personnel (+100) being offset by the transfer of the Navy Regional Data Automation Center to the category of Central Logistics effective in FY 1978 (-200).

Active military manpower associated with Centralized Support Activities increases by approximately 600 between FY 1978 and FY 1979. This growth occurs wholly in the area of reimbursable personnel associated with the Foreign Military Sales Support program.

The increase of 1,000 Naval Selected Reserve requirements from FY 1977 to FY 1978 is the result of shifting Personnel Mobilization Teams from the old Central Support Forces Category to Centralized Support Activities. The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR. Affected units include those augmenting Counterintelligence/Investigative, Public Affairs, Reserve Readiness Commands, Legal Services Offices, and the Navy Finance Center, Cleveland.

Civilian manpower spaces decreases by about 1,200 from FY 1977 to FY 1978 to the following areas: -300 in Reserve Readiness Support; -100 in Military Personnel Administration and Support; -100 at the Photo Center; -100 transfer to the Department of Energy for the Navy Petroleum Reserve; -200 transferred to the Personnel Support category for Civilian Education and Training; -200 reduction to Navy-wide Finance Activities and a net decrease of -200 resulting from various transfers, reductions and adjustments.

h. Management Headquarters. This category reflects management headquarters strength required to support Defense Agencies, International Military Organizations, and Unified Commands as well as Combat and Service Commands.

Management Headquarters Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	9.0	8.3 1/	8.8	8.8
Reserve Components	3.5	2.9	2.3	-
Civilian	8.5	8.3	8.6	8.7

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

The decrease of approximately 200 active military requirements in this category between FY 1977 and FY 1978 is attributable to reduced management headquarters totals at several Navy Systems Command Headquarters within the Naval Material Command being offset slightly by minor increases in various Navy departmental and administrative headquarters (+100). Reductions of System Command totals reflect alignment of Navy manpower accounting practices with those of other services in terms of management headquarters within DoD material organizations.

The decrease of 1,200 Selected Reserve requirements from FY 1977 to FY 1978 is partially the result of shifting personnel into program elements falling under another DPPC as part of the Management Headquarters realignment during the DPPC restructure. In addition, requirements were reduced as part of the overall reduction from 96,500 to 87,000 during those years. The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR. Affected units involve the following Management Headquarters activities: International Agencies, LANTCOM, PACOM, Fleet Surface, Sealift, Cryptologic, Communications

Security, Communications, Research and Development, Logistics, Training and Departmental activities.

i. Federal Agency Support. The Federal Agency Support subcategory includes Navy manpower strength assigned to other Federal Departments and agencies, normally on a reimbursable basis.

Navy Federal Agency Support Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	1.1	1.0	1.1	1.1
Reserve Components	0.4	*	*	-

*Fewer than 50.

The decrease of 400 Selected Reserve requirements from FY 1977 to FY 1978 represents part of the overall reduction from 96,500 to 87,000 during those years. Greatly reduced augmentation is provided for the Selective Service System. The elimination of Selected Reserve manpower in FY 1979 reflects the transfer of personnel to the IRR.

5. Individuals

To this point, this chapter has discussed manpower requirements included in the force structure. Requirements for nonstructure manpower are in the Individuals account. Navy has an established set of Individuals accounts so that the units of the force structure will be manned at their authorized strengths. The Individuals account consists of estimates of the numbers of transients, patients, prisoners, holdees, trainees, students, and Naval Academy midshipmen.

a. Transients

Navy Transient Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	27.1	25.8	23.5	23.5

Transient requirements are a function of the Permanent Change of Station (PCS) move program. Transient manpower spaces are provided to account for time consumed during PCS travel, which includes travel, leave enroute, and temporary duty enroute. Of these three factors, approximately 75% of total transient time represents leave taken enroute between duty stations. Navy personnel are encouraged to use accrued leave during PCS moves to reduce non-available time at assigned activities.

The reductions of active military Transient requirements during the entire period shown (-3,600 between FY 1977 and FY 1978) are primarily attributable to projected improvements in Navy's manpower assignment system. These intended improvements are reflected in a reduction of scheduled PCS moves in the coming years. The reduced numbers of moves, and consequent reduction of Transient manpower requirements, are predicated on removal of personnel assignment inefficiencies in the form of compassionate transfers, skill mismatches requiring correction, unforeseen changes in skill requirements and the like.

b. Patients, Prisoners, and Holdees

Navy Patients/Prisoners/Holdees Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	6.0	6.0	5.5	5.7

Patients manpower spaces are provided to offset lost time in units resulting from hospitalization for extended periods (30 days for members assigned operating force units, 45 days for all others).

Prisoners manpower spaces are provided to offset lost time in units resulting from confinement in a military disciplinary facility in excess of 30 days.

Holdees manpower spaces are provided to accommodate personnel who are dropped from their assigned units and are awaiting administrative discharge or separation from active duty.

The reduction of active military manpower of approximately 500 between FY 1977 and FY 1978 reflects a projected reduction in the number of disciplinary requirements based upon improved quality of Navy recruit (-300) as well as slightly reduced Patient (-100) and Separation (-100) totals. Actual disciplinary totals during this period will be monitored

carefully to ensure that underprogramming of this category does not impact on manning availability throughout the structure. Appropriate management action will be initiated to offset any underprogramming that is seen to occur.

The increase of 200 active military requirements between FY 1978 and FY 1979 reflects minor increases in programmed enlisted holdee and prisoner totals although the prisoner total remains considerably lower than the FY 1977 actual level.

c. Trainees, Students, and Midshipmen

Navy Trainee/Student/Midshipmen Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active				
Trainees/Students	56.9	71.6	57.9	52.2
Midshipmen	4.4	4.4	4.4	4.4
Total	61.3	76.0	62.3	56.6
Reserve Components				
Trainees/Students	0.7	0.7	1.0	1.0

1/ An explanation of the difference between FY 1977 planned and actual totals is provided in paragraph D.

Trainees, students, and midshipmen manpower spaces represent present investment for future trained individuals. Trainees are individuals undergoing basic military training and initial skill training. Students are individuals undergoing specialized, flight, and professional training. Midshipmen are individuals attending the United States Naval Academy. The number of trainee and student spaces is a function of enlistment patterns, course lengths, and training plans. A comprehensive discussion of the determination of trainee and student loads is included in the Military Manpower Training Report.

Active military manpower in this category are seen to increase by approximately 1,000 in this category between FY 1977 and FY 1978. Approximately 400 of this increase occurs in the area of flight training requirements in support of Navy's ASW Readiness Squadrons. Another 300 is associated with increased cryptological/intelligence training. The remaining increase of 300 represents the net of various training manpower adjustments.

Manpower requirements in this category experience a decline of approximately 5,700 between FY 1978 and FY 1979. These reductions are anticipated primarily in the training categories of Specialized Training (-4000), Recruit Training (-1100), Officer Acquisition Training (-300), Flight Training (-200), and Professional Development Education (-100). As indicated previously, these training categories and Navy's training requirements are discussed in detail in the annual Military Manpower Training Report. The increase of 300 in Reserve manpower between FY 1977 and FY 1978 reflects an increase in the Ready Mariner Program.

E. FY 1980 Navy Manpower Requirements

1. Navy Manpower Requirements

The table on the following page displays total Navy manpower requirements for FY 1980 compared to FY 1979.

The active military strength increase of approximately 3800 between these years primarily reflects a projected increase in the size of the active fleet as well as some growth associated with increasing TRIDENT program requirements in the Strategic category. Total active strength associated with support and pipeline categories remains virtually level between these years despite the increase in Navy's combat categories.

Navy Selected Reserve strength remains level between FY 1979 and FY 1980. Civilian manpower requirements increase by about 1000, primarily in Naval Shipyards. The remaining civilian increase is associated with growth in TRIDENT program requirements.

Navy Manpower Requirements
(End Strength in Thousands)

	Active Military		Reserve Components		Civilian	
	FY 79	FY 80	FY 79	FY 80	FY 79	FY 80
Strategic	21.4	22.0	0.5	0.5	2.8	3.0
Offensive Strategic Forces	19.9	20.4	0.5	0.5	2.4	2.6
Defensive Strategic Forces	-	-	-	-	-	-
Strategic Control & Surveillance	1.6	1.6	-	-	0.4	0.4
Tactical/Mobility	247.9	251.2	49.9	49.9	5.8	5.8
Land Forces	3.2	3.2	3.7	3.7	-	-
Tactical Air Forces	63.4	64.9	4.6	4.6	0.1	0.1
Naval Forces	181.0	182.9	40.6	40.6	0.9	0.9
Mobility Forces	0.3	0.3	1.0	1.0	4.8	4.8
Auxiliary Activities	25.5	25.3	-	-	38.0	38.0
Intelligence	8.8	8.7	-	-	1.6	1.6
Centrally Managed Communications	8.5	8.3	-	-	3.3	3.3
Research and Development	6.2	6.2	-	-	31.8	31.8
Geophysical Activities	2.0	2.0	-	-	1.3	1.3
Support Activities	141.1	141.6	-	-	247.2	248.0
Base Operating Support	48.4	48.6	-	-	62.6	62.6
Medical Support	22.7	22.5	-	-	9.9	9.9
Personnel Support	7.1	7.1	-	-	1.3	1.3
Individual Training	23.6	24.0	-	-	4.2	4.2
Force Support Training	14.0	14.1	-	-	1.4	1.4
Central Logistics	6.8	6.9	-	-	151.3	152.2
Centralized Support Activities	8.6	8.6	-	-	7.8	7.9
Management Headquarters	8.8	8.8	-	-	8.7	8.7
Federal Agency Support	1.1	1.1	-	-	-	-
Subtotal - Force Structure Allowance	435.9	440.1	50.4	50.4	293.8	294.8
Individuals	85.8	85.3	1.0	1.0	-	-
Transients	23.5	23.9	-	-		
Patients, Prisoners, and Holdees	5.7	5.2	-	-		
Students, Trainees	52.2	51.9	1.0	1.0		
Cadets	4.4	4.4	-	-		
Total	521.7	525.5	51.4	51.4	293.8	294.8

Note: Detail may not add to totals due to rounding.

CHAPTER XI
MARINE CORPS MANPOWER REQUIREMENTS

A. Introduction

1. Summary and Highlights

This chapter describes Marine Corps military and civilian manpower; justifies the manpower levels programmed for Fiscal Years 1979 and 1980; depicts manpower trends; discusses initiatives; and provides the rationale underlying changes in manpower from year to year.

The Marine Corps is unique among the four services because the National Security Act of 1947, as amended, provides that the Marine Corps will consist of "...not less than three combat divisions and three air wings, and such other land combat, aviation, and other services as may be organic therein... organized, trained, and equipped to provide Fleet Marine Forces of combined arms...for service with the fleet..." Further, the Act states that the Marine Corps "...shall provide detachments and organizations for service on armed vessels of the Navy, shall provide security detachments for the protection of naval property at naval stations and bases, and shall perform other such duties as the President may direct." In addition, the Marine Corps furnishes guards for US embassies abroad as a result of a memorandum of agreement based on the Foreign Service Act of 1946, as amended.

Inherent in the statutory missions and functions set forth in the National Security Act of 1947 is the requirement for the Marine Corps to provide forces for contingency missions in support of the national strategy. To support those missions and functions, the Marine Corps maintains a Fleet Marine Force posture as follows: one division/wing team located on the East Coast of the United States with a primary commitment to the defense of NATO; one division/wing team forward deployed in the Pacific area; and a third division/wing team, stationed on the West Coast of the United States, capable of rapid deployment worldwide to meet contingency requirements or to reinforce forward deployed forces, including those committed to NATO.

The Marine Corps Reserve provides the initial and primary source of trained units and individuals for augmentation and reinforcement of the active forces when additional capability beyond that available in the regular component is required. For a detailed discussion of the Marine Corps Reserve, see Section B of this chapter.

While the minimum structure of the active Marine Corps is specified by law, the manpower requirement to support that structure is not. To perform assigned missions, support essential functions, and provide for rapid expansion in wartime, the Marine Corps has determined that approximately 212,000 military and 21,000 direct and indirect hire civilians are required during peacetime. Because of current constraints, the manpower levels requested in Fiscal Years 1979 and 1980 are significantly less than the peacetime requirement. The requested levels are shown in the following table.

Marine Corps Manpower Requirement
(End Strength in Thousands)

	FY 79	FY 80
Active Military	190.0	189.3
Marine Corps Reserve	33.5	33.5
Civilian Personnel	20.1	20.1

Within these constrained resource levels, the active force structure is selectively manned so that combat capability is maximized. Accordingly, manning of the Support Activities is programmed at the absolute minimum level necessary to provide acceptable support to the combat forces and to manage the resources allocated by law. This minimum manning level is operative only because Fleet Marine Force units fulfill a significant portion of the Base Operating Support workload requirements. Additionally, the requirement for Individual Training manpower is reduced through on-the-job and field skill training programs which currently provide approximately 30 percent of Marine Corps initial skill training. These programs are discussed in more detail in the applicable DPPC paragraph in Section C of this chapter.

The manning of the Fleet Marine Force has also been severely constrained. The majority of units are manned at less than 100 percent of peacetime requirements, and selected units are reduced to zero manning. Unmanned units are not eliminated from the total structure requirement because they would be activated and manned in time of emergency.

2. Force Structure Changes

The Marine Corps will continue to upgrade the capability of its Fleet Marine Forces - both active and reserve. Armor and anti-armor capabilities of the Marine divisions will be further enhanced by increasing tank and anti-armor missile densities. The consolidation of combat service support units into Force Service Support Groups will continue to improve logistical support provided to the Fleet Marine Forces.

3. Manpower Requirements Determination

Determination of the requirement for manpower focuses initially on the structure of the infantry battalion. Design of the infantry battalion begins with analysis of the capability requirements that are essential to accomplish the missions and functions of the Marine Corps. Developing the infantry battalion structure to provide the required capabilities involves research on new weapons technology, equipment experiments, war games using manual and computer simulation techniques, and field tests to validate organizational designs.

The infantry battalion structure and the number of such battalions, together with basic mission requirements, establish the basis for determination of the type and quantity of other combat and combat support units that are required to form the Marine division. The objective is to provide an amphibious force of combined-arms which integrates infantry, tank, artillery, reconnaissance, command and control, and combat support capabilities.

Manpower requirements for aviation units of the Marine aircraft wing are established by evaluating the support which must be provided to the ground combat forces. Computer simulated war games, historical data, and military judgment have validated the number of sorties required daily to support an infantry battalion in combat. Each aircraft type has a specific sortie capability which, divided into the sortie requirement, determines the number of each type of aircraft required. The crew ratio (crews per aircraft in wartime) and the direct maintenance and ordnance support factors establish the manpower required to fly and maintain each aircraft. Considerations regarding the necessary span of control, the geographic distribution of supported forces, and the available assets establish the number of squadrons and then the number of aircraft to be assigned to those squadrons. The number of aircraft per squadron provides the basis for determining the additional command and control and support manpower required in each squadron. Squadrons are then task organized into Marine aircraft wings according to specific mission requirements.

The Force Troops and Force Service Support Groups of the Fleet Marine Force constitute a pool of specialized units which are essential to support the division/wing teams for specific missions.

Determination of the manpower requirement for Support Activities is more complex because of the great variety of activities performed and the many one-of-a-kind situations that exist. Specific discussion of the manpower requirements determination process for Support Activities is contained in the appropriate DPPC category in Section C of this chapter.

The analysis and determination of manpower requirements is a continuing process. All organizations, combat and support, are critically examined in detail on a regular cycle. This assures that the structure and related manpower requirements support the national strategy, and that the constrained manpower level will allow the Marine Corps to meet its assigned missions at an acceptable level of risk.

B. Significant Trends

1. Management Initiatives

The Marine Corps continues to emphasize manpower management initiatives designed to enhance Fleet Marine Force readiness. These initiatives fall into two broad categories - those which reduce support and overhead manpower requirements, thereby increasing the manning of combat units within fiscally constrained manpower authorizations, and those which directly enhance the quality, stability, and morale of the personnel assigned to the force structure.

Over the past two years, the Marine Corps has emphasized programs designed to enhance individual and unit quality. As a result, discipline and retention rates have improved, while attrition has been markedly reduced. In combination, these factors permitted a reduction in the number of non-prior service accessions that were required to sustain the end strengths authorized for Fiscal Years 1977 and 1978. The impact of this trend, which continues into Fiscal Year 1979, is highlighted in the following table.

Non-Prior Service Enlisted Accessions Goals

	FY 77	FY 78	FY 79
Original Plan	47,399	46,284	46,484
Revised Plan	45,048	39,284	42,784

Specific information concerning enlisted accession requirements and recruiting goals is provided later in this section in the discussion of military manpower.

As a result of the lower accession goals, significant reductions are generated in the manpower requirements associated with the categories of Support Activities and Individuals. Additional savings in support and overhead manpower will accrue in Fiscal Year 1979 as a result of the decision to reduce the length of recruit training from eleven to nine weeks.

Achievement of the goals of the quality enhancement program - reduced attrition, improved performance, and increased retention - is reinforced by a second category of management initiatives which will reduce personnel turbulence. Two major initiatives - unit deployment

and a computer based assignment system - will enhance stability for the individual Marine. This, in turn, will provide additional leadership and training continuity in units and will contribute to improved readiness.

The Marine Corps has implemented a unit deployment program designed to reduce the organizational and individual turbulence associated with the twelve month dependent restricted tours in the Western Pacific. This program permits Marines to serve stable, three-year minimum tours in units homebased in CONUS/Hawaii. The stabilized units are deployed from their homebases for periods of approximately six months to meet a portion of the Western Pacific commitments, thus reducing individual rotational move requirements. The initial phase of unit deployment was implemented in October 1977, with ground and aviation units from Hawaii replacing like units in the Western Pacific. A second phase, scheduled for Fiscal Year 1979, will include unit deployments from CONUS. The units replaced by such deployments will be reassigned to homebases in the United States. Upon full implementation, the unit deployment program will result in a major reduction in the requirement for individual replacements in the Western Pacific and will reduce personnel turbulence throughout the Marine Corps.

Concomitantly with the unit deployment initiative, the Marine Corps recognized the need to improve continuity in key billets in the Western Pacific commands through which the deploying units will rotate. These billets are being redesignated as accompanied tour billets with assigned personnnel serving three years in Japan or Okinawa. A limited number of billets have been identified and more are planned.

The other turbulence reduction initiative is the development of a computer based assignment system designed to provide cost effective, equitable allocation of manpower resources among all units in the Fleet Marine Force. A simultaneous selection algorithm will maintain uniform readiness in the Fleet Marine Force through an optimization procedure which reconciles requirements with assets in a manner consistent with approved manning policies.

2. Military Manpower

a. General. Last year, the Marine Corps requested a Fiscal Year 1978 end strength of 192,000, a level consistent with the projected capability to recruit and retain the quality personnel considered essential for an effective Marine Corps. The Fiscal Year 1978 authorization reduced the request by 500 to 191,500. The Marine Corps accommodated the reduction by eliminating spaces in the areas directed by Congress. Included were reductions in the Support Activities categories of Base Operating Support, Individual Training, and Centralized Support Activities, and in the number of band personnel.

The end strength authorization request for Fiscal Year 1979 is 190,000. This decrease in end strength, occasioned by reductions to the manpower allocated to Support Activities and Individuals, will not affect a programmed manning level increase in Tactical/Mobility Land Forces.

b. Enlisted. Non-prior service enlisted recruiting goals for Fiscal Year 1978 and 1979 are shown below.

Active Marine Corps Enlisted Recruiting Goals

	FY 77	FY 78	FY 79
Plan	47,399	39,284	42,784
Actual	45,048	-	-

The Marine Corps Fiscal Year 1977 enlisted end strength was 99.8 percent of the authorized level of 173,448. Limited recruiting shortfalls were experienced during the initial months of Fiscal Year 1977; however, there was no requirement to make up those shortfalls since the quality attainment in recent fiscal years resulted in a significant decrease in attrition attributable to marginal performance. Thus, while the Marine Corps did not attain the enlisted recruiting goal initially established for Fiscal Year 1977, it did meet the adjusted recruiting requirement for non-prior service enlisted personnel. Additionally, recruiting quotas for the last two months of the fiscal year had to be reduced to insure that authorized end strength was not exceeded.

In Fiscal Year 1977, all enlistments were for three years or more, with 68 percent for four or more years. For Fiscal Year 1978 and beyond, all enlistments will be for three or more years, with a goal of 70 percent for four or more years.

The Marine Corps continues to emphasize quality of enlisted accessions. High school graduates are the best quality source and attainment of a high school diploma is the best predictor of successful service. During Fiscal Year 1977, 75 percent of all non-prior service accessions were high school graduates, including 5 percent who fulfilled their educational requirements through general education development (GED) equivalency tests. The Marine Corps has established a goal of 75 percent diploma graduates for non-prior service accessions in Fiscal Year 1978 and beyond.

The increased accession requirement in Fiscal Year 1979 results directly from the elimination of two year enlistments in Fiscal Year 1976. This action increased significantly the number of three year enlistees who entered service in Fiscal Year 1976 and who will have to be replaced during Fiscal Year 1979.

Programmed recruiting goals for the Marine Corps Reserve are as follows:

Marine Corps Reserve Enlisted Recruiting Goals
(Non-Prior Service)

	FY 77	FY 78	FY 79
Plan	8,200	8,200	8,000
Actual	7,620	-	-

Accession criteria and quality goals for the Marine Corps Reserve are the same as for the active force.

c. Officer. Active officer procurement objectives are shown in the following table.

Active Marine Corps Officer Procurement Goals

	FY 77	FY 78	FY 79
Plan	1,990	1,900	1,934
Actual	2,030	-	-

Officer strength declines gradually from 18,500 in Fiscal Year 1978 to 18,300 in Fiscal Year 1980 to reflect reductions in support and overhead requirements. This program will permit retention of the most promising officers, maintain a normal promotion flow, provide the necessary leadership for combat forces and training programs, and support the requirement for rapid expansion in time of emergency. The Marine Corps continues to have the highest enlisted-to-officer ratio and the lowest average officer grade in the Department of Defense.

Officer input into the Marine Corps Reserve comes from officers who have completed their initial obligated active service of three years or more.

3. Marine Corps Reserve

Upon full mobilization, the Selected Marine Corps Reserve provides units to augment and reinforce the active force structure. The Individual Ready Reserve (IRR) and the Standby Reserve provide trained individuals to bring active and reserve units to wartime strength, and to provide combat replacements.

The Selected Marine Corps Reserve is organized into the 4th Marine Division, 4th Marine Aircraft Wing, 4th Force Service Support

Group, and appropriate combat support and combat service support elements to make up a division/wing team. The organizational structure of the reserve division and aircraft wing is designed to complement the active forces upon mobilization.

The Selected Marine Corps Reserve will provide units to reinforce certain active force organizations for combat in sophisticated, high threat environments, will replace unmanned units in the active force, or will provide a fourth division/wing team for service with the fleet. Because of the limited size of the Selected Reserve, it is not possible to exercise those three employment concepts simultaneously. Thus, the actual employment, and the employment priority, will depend on the situation existing during mobilization.

During Fiscal Year 1977, an in-depth review of the Selected Marine Corps Reserve was undertaken to determine how the structure should be modified to best support the total force concept. This review had two major objectives: first, to improve the employment flexibility of the Selected Reserve in response to contingencies; and, second, to reduce the time required for mobilization of high priority reserve units. As a result of this review, some low priority units will be reduced to zero manning, but will be retained in the structure. The manning of high priority units will permit the mobilization of flying squadrons within seven days and selected ground combat units within thirty days. These new manning priorities, which more effectively support current mobilization planning, require an end strength of 33,500. The end strength includes approximately 3,300 personnel who are assigned to Initial Active Duty for Training (IADT).

The wartime strength of the 4th division/wing team is about 44,000 Marines. This will be filled by 30,200 Selected Reservists (excludes IADT who would not be available for assignment to units until completion of training), 4,000 support personnel on active duty, and 9,800 Individual Ready Reservists.

The Individual Ready Reserve (IRR) is a pool of pretrained individuals who have a residual service obligation upon release from active duty. The average Individual Ready Reservist has spent more than 3.5 years on active duty and is well-trained. Annual refresher training with active units is given to a limited number of Individual Ready Reservists who possess critical skills.

The current strength of the IRR is 43,650. It is expected, however, that IRR strength will decline in the future as smaller numbers of enlisted personnel with shorter residual service obligations leave active duty. Those trends will develop as a result of a combination of the following: elimination of the two year enlistment; increase in the percentage of four year enlistments; improvement in reenlistment rates; and a reduction in the average annual accession requirement.

The Standby Reserve presently provide additional manpower to augment active and reserve structures in a national emergency declared by the Congress. The majority of personnel in the Marine Corps Standby Reserve are former active duty members in their sixth year of obligated service. If mobilized, Standby Reservists could require refresher training.

The Retired Reserve may be called to active duty by the Secretary of the Navy when other categories of reserves are insufficient in either numbers, grades, or skills to meet full mobilization requirements. Depending upon the time elapsed from last active duty, members of the Retired Reserve may need individual refresher training if mobilized.

4. Civilian Manpower

The Marine Corps uses civilians to meet the manpower requirements of Support Activities to the maximum practicable extent consistent with the need to use military personnel by reason of law, security, discipline, rotation, and operational readiness. The close integration of military manpower and the civilian workforce in the Marine Corps necessitates that civilian strengths be maintained at current levels since further reductions will require an offsetting increase in military manpower to maintain functional capabilities.

C. Marine Corps Manpower Requirements by Defense Planning and Programming Category (DPPC)

The following tables display, by DPPC, the actual Marine Corps manpower distribution for Fiscal Year 1977 and manpower requirements for Fiscal Years 1978 to 1980. This section describes the significant features of the Fiscal Year 1978-Fiscal Year 1979 programs. The Fiscal Year 1980 program described in Section D of this chapter.

MARINE CORPS ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78 FY 79 Budget	FY 79	FY 80 Auth.
Strategic	*	*	*	*
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	*	*	*	*
Tactical/Mobility	110.4	112.2	114.3	115.1
Land Forces	81.5	83.1	85.3	86.4
Tactical Air Forces	28.3	28.4	28.3	28.0
Naval Forces	0.6	0.6	0.7	0.7
Mobility Forces	-	-	-	-
Auxiliary Activities	1.8	1.6	1.6	1.6
Intelligence	1.0	0.7	0.7	0.7
Centrally Managed Communications	*	*	*	*
Research and Development	0.7	0.8	0.8	0.8
Geophysical Activities	*	*	*	*
Support Activities	42.8	41.8	41.1	41.0
Base Operating Support	21.3	20.1	20.0	20.0
Medical Support	-	-	-	-
Personnel Support	3.9	4.1	4.1	4.1
Individual Training	8.4	7.9	7.3	7.3
Force Support Training	2.3	2.7	2.7	2.7
Central Logistics	0.8	0.8	0.8	0.8
Centralized Support Activities	2.7	2.7	2.7	2.7
Management Headquarters	2.4	2.3	2.3	2.3
Federal Agency Support	1.2	1.3	1.3	1.3
Subtotal-Force Structure Allowance	155.0	155.6	157.0	157.7
Individuals	36.7	35.9	33.0	31.6
Transients	10.1	10.0	9.6	9.6
Patients, Prisoners, and Holdees	2.3	2.5	2.4	2.4
Students, Trainees	24.3	23.4	20.9	19.5
Cadets	-	-	-	-
Total	191.6	191.5	190.0	189.3

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

MARINE CORPS SELECTED RESERVE MANPOWER REQUIREMENTS
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80 Auth.
		FY 79 Budget		
Strategic	-	-	-	-
Offensive Strategic Forces				
Defensive Strategic Forces				
Strategic Control and Surveillance				
Tactical/Mobility	27.5	29.5	30.2	30.2
Land Forces	20.2	21.7	22.2	22.2
Tactical Air Forces	7.3	7.8	8.0	8.0
Naval Forces	-	-	-	-
Mobility Forces	-	-	-	-
Auxiliary Activities	-	-	-	-
Intelligence				
Centrally Managed Communications				
Research and Development				
Geophysical Activities				
Support Activities	-	-	-	-
Base Operating Support				
Medical Support				
Personnel Support				
Individual Training				
Force Support Training				
Central Logistics				
Centralized Support Activities				
Management Headquarters				
Federal Agency Support				
Subtotal-Force Structure Allowance	27.5	29.5	30.2	30.2
Individuals	3.4	3.3	3.3	3.3
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	3.4	3.3	3.3	3.3
Cadets	-	-	-	-
Total	31.0	32.8	33.5	33.5

NOTE: Detail may not add to totals due to rounding.

MARINE CORPS CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79 Budget	FY 80 Auth.
Strategic	-	-	-	-
Offensive Strategic Forces				
Defensive Strategic Forces				
Strategic Control and Surveillance				
Tactical/Mobility	-	-	-	-
Land Forces				
Tactical Air Forces				
Naval Forces				
Mobility Forces				
Auxiliary Activities	-	-	-	-
Intelligence				
Centrally Managed Communications				
Research and Development				
Geophysical Activities				
Support Activities	19.6	19.6	20.1	20.1
Base Operating Support	14.6	14.6	15.1	15.1
Medical Support	-	-	-	-
Personnel Support	0.1	0.2	0.2	0.2
Individual Training	0.2	0.3	0.2	0.2
Force Support Training	*	*	*	*
Central Logistics	2.7	2.7	2.7	2.7
Centralized Support Activities	1.3	1.2	1.2	1.2
Management Headquarters	0.6	0.6	0.6	0.6
Federal Agency Support	-	-	-	-
Total	19.6	19.6	20.1	20.1

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

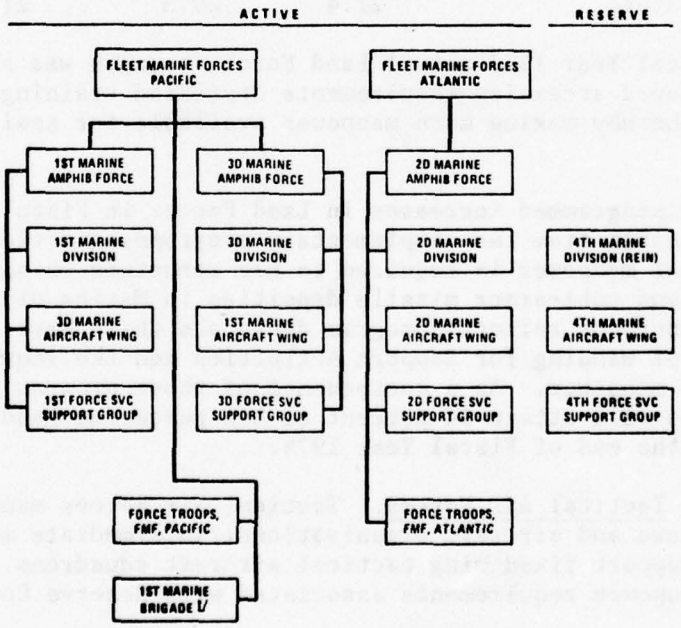
1. Tactical/Mobility Forces

Marine Corps Tactical/Mobility Forces include Land Forces and Tactical Air Forces, which together comprise the Fleet Marine Force, and Naval Forces. Over 115,100 Marines (61 percent of the Corps) will be in this category in FY 1979. Tactical/Mobility units are all deployable and intended to operate in the combat theater. Only military personnel are included in these units.

The Fleet Marine Force provides the ground and aviation elements of three active combined arms teams called Marine Amphibious Forces (MAF). Each MAF consists of a Headquarters element, a Marine division, a Marine aircraft wing, a Force Service Support Group, and selected combat support units. At programmed active strength, the Marine Corps will have sufficient trained personnel to commit two active Marine Amphibious Forces immediately to major combat operations to include amphibious assaults against well-defended positions. Elements of the third active MAF could be used as reinforcement to provide assistance to allies or in a sub-theater operation, but would require some buildup before being ready for a major combat operation. The fourth division/wing team from the Selected Marine Corps Reserve would have to be mobilized, brought to wartime strength, and trained before being ready for a major combat operation.

The organization of the Fleet Marine Force is depicted in the following diagram:

THE FLEET MARINE FORCES



1/ COMPOSED OF UNITS FROM 3D MARINE DIVISION, 1ST MARINE AIRCRAFT WING, FORCE TROOPS FMF PACIFIC, AND 3D FORCE SERVICE SUPPORT GROUP.

The Fleet Marine Force is a ready, versatile organization, capable of conducting amphibious and land based combat operations. It is organized into balanced air/ground teams which may be deployed rapidly by sea or airlift. This combined arms integration generates combat power greater than the sum of the individual components. The Fleet Marine Force has the capability of task organizing separately deployable air/ground task forces of various sizes below the Marine Amphibious Force (MAF) level.

The Selected Marine Corps Reserve is organized into a division/wing team. With the exception of those reserve personnel undergoing initial active duty for training, the entire Selected Reserve contributes to Tactical/Mobility Forces.

a. Land Forces. Land Forces include the four Marine divisions, their supporting Force Troops, Force Service Support Groups, and helicopter, observation, and air defense units from the Marine aircraft wings. The following table displays Land Forces for Fiscal Years 1977-1979.

Marine Corps Land Forces Manpower
(End Strength in Thousands)

Military	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Active	80.0	81.5	83.1	85.3
Reserve Components	21.4	20.2	21.7	22.2

Fiscal Year 1977 actual Land Force strength was above plan because the reduced accession requirements decreased training pipeline requirements, thereby making more manpower available for assignment to Land Forces.

The programmed increases in Land Forces in Fiscal Years 1978 and 1979 result from two complementary programming actions. First, additional manpower is required to man structure changes which increased tank and anti-armor missile densities in Marine divisions. Secondly, the increase reflects program decisions which have reduced both the level of manning for Support Activities and the requirements for Individuals manpower. As a consequence of those program changes, the Marine Corps will attain 94 percent of the peacetime Land Force requirement by the end of Fiscal Year 1979.

b. Tactical Air Forces. Tactical Air Forces manpower includes air crews and aircraft organizational/intermediate maintenance personnel who support fixed wing tactical aircraft squadrons. It also includes the manpower requirements associated with Reserve Component

support, Marine security detachments on aircraft carriers, and various command, control, and support functions which help sustain operations of the entire Fleet Marine Force aviation organization.

The manpower requirement for Tactical Air Forces is approximately 28,300 spaces. Of this amount, 9,900 are assigned to tactical aircraft squadrons. The remaining 18,400 spaces provide direct and indirect support to both Land Forces and Tactical Air Forces. Activities which support both Tactical Air and Land Forces include Marine Air Wing Headquarters, Marine Wing Support Groups, Marine Air Control Groups, and Marine Wing Headquarters Squadrons.

The Tactical Air Forces manpower requirement is as follows:

Marine Corps Tactical Air Forces Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	28.5	28.3	28.4	28.3
Reserve Components	7.6	7.3	7.8	8.0

The active manpower program for FY 1979 will support 30 fixed wing tactical aircraft squadrons and will provide adequate manning of the related functions. The reserve manpower program will support eight tactical aircraft squadrons with appropriate air control, maintenance, and expeditionary support.

c. Naval Forces. The Marine Corps request for Naval Forces includes ships detachments (except those assigned to aircraft carriers which are included in Tactical Air Forces), security detachments aboard submarine tenders, and Marine Corps staff billets for naval amphibious commands and ships. The Marine Corps furnishes Naval Forces in accordance with the mission, embodied in law, to provide security on major Navy vessels. A separate report concerning the use of Marine personnel for such functions was submitted to the Congress on 31 October 1977.

Marine Corps Naval Forces Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	0.6	0.6	0.6	0.7

The programmed increase in Naval Forces manpower in Fiscal Year 1979 will provide for the requirement to man one additional detachment.

2. Auxiliary Activities

The Marine Corps program for active military manpower in the Auxiliary Activities category totals approximately 1,600 military personnel, most of whom are in either Intelligence or Research and Development. The Marine Corps has no reserve or civilian manpower in the Auxiliary Activities category.

a. Intelligence. The manpower in the Intelligence category is used primarily to assist the Navy in manning and providing security for cryptologic facilities. The manpower program also provides for a small number of personnel (less than 50) who provide Marine Corps representation at Navy intelligence centers. The following table displays Marine Intelligence manpower.

Marine Corps Intelligence Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	1.0	1.0	0.7	0.7

The Marine Corps contribution to the Intelligence function represents an effort to use cryptologic personnel in peacetime in a manner which will allow them to receive valuable training and experience through work in their occupational specialty. Under wartime conditions approximately one-third of these Marines would be returned to duty with the Fleet Marine Forces, remaining in the same type of billet, but contributing directly to the support of a deployed Marine Amphibious Force. A reduction of 300 personnel in this category is programmed for FY 1978, when the Marine Corps will no longer be required to provide security for National Security Agency facilities.

b. Research and Development. Marine Corps participation in Research and Development activities is small and remains essentially constant throughout the period.

Marine Corps Research and Development Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	0.8	0.7	0.8	0.8

Most of the Marines who perform this function are assigned to the Development Center of the Marine Corps Development and Education Command. The Development Center is located principally at the Marine Corps Base, Quantico, Virginia. A significant subordinate organization of the Development Center, the Marine Corps Tactical Systems Support Activity (MCTSSA), is a tenant activity at the Marine Corps Base, Camp Pendleton, California. Marine Corps research and development efforts include the development of the organization, doctrine, tactics, techniques, equipment, and weapons for employment by the Fleet Marine Forces. Primary emphasis is placed on efforts in support of the landing force in amphibious operations. All development activity is closely coordinated with the other Services to avoid duplication. Marines assigned to Research and Development conduct studies which identify required operational capabilities in view of threats and operational deficiencies, manage material development projects designed to satisfy requirements, and conduct and coordinate developmental and operational test and evaluation of all systems intended for procurement and deployment. Additionally, they review and revise Marine Corps doctrinal publications. Some Marines are also assigned in a liaison capacity to developmental activities of the other Services. The manpower requirement is workload derived.

c. Other Auxiliary Forces. In Fiscal Year 1979 fewer than 50 Marines will be assigned to the remaining Auxiliary Forces categories. The Marines in the Centrally Managed Communications category support the Military Affiliate Radio System and the Defense Communication Agency. The Marines in the Geophysical Activities category are assigned to the Defense Mapping Agency as instructors in schools attended by Marines.

3. Support Activities

a. Base Operating Support

The following table displays the total manpower request for this category and provides detail regarding the sub-categories of Combat Installations and Support Installations.

Marine Corps Base Operating Support
(End Strength in Thousands)

	Total of Sub-categories			
Military	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Active	20.3	21.3	20.1	20.0
Civilian	14.7	14.6	14.6	15.1
Combat Installations				
Military				
Active	15.9	16.8	15.8	15.8
Civilian	10.4	10.4	10.3	10.8
Support Installations				
Military				
Active	4.4	4.5	4.3	4.2
Civilian	4.3	4.2	4.3	4.3

The decline in the Fiscal Year 1978 active military manpower program is primarily attributable to actions taken to accommodate a portion of the Congressionally directed reduction in authorized end strength. In the Base Operating Support-Combat Installations subcategory, the active military request remains level in Fiscal Years 1978 and 1979. An increase due to the transfer from the Army to the Marine Corps of the responsibility for the six function/facilities located in Okinawa, Japan, including the Makiminato Service Area. This will be offset by the closure of Marine Barracks, Naval Support Activity, Kenitra, Morocco. The civilian request in this sub-category increases in Fiscal Year 1979 as a result of this functional/facility transfer. The reduced Fiscal Year 1979 military request in the Support Installations subcategory is associated with changes in the recruit and specialized skill training programs that are discussed under Individual Training.

The significant variance that exists in Fiscal Year 1977 between planned and actual end strengths is temporary. It resulted from the requirement to provide on-the-job skill training to the large number of recruits who entered the initial skill training pipeline during the last three months of the fiscal year. A portion of those requirements, which could not be accommodated by Fleet Marine Force units, were tasked to Marine Corps Bases.

Base Operating Support manpower constitutes an essential adjunct to Fleet Marine Force readiness by providing the administration, operation, and maintenance of the base structure in which combat forces are housed, supported, supplied, and trained. The manpower in the Base Operating Support-Combat Installations category operates the installations at which Fleet Marine Forces are based. The Support Installations category includes manpower assigned to support logistic and training bases.

The Marine Corps determines manpower requirements for Base Operating Support-Combat Installations using a fixed/variable support concept. Only the fixed portion is presently included in the Base Operating Support manpower request. The fixed portion consists of the functions and services which are required because of the existence of the base, apart from the Fleet Marine Force units that are located there. Examples of these functions are road maintenance and repair, utilities operations, and sewage disposal. The variable support portion of the manpower requirement results directly from the presence of the tenant units. The tenant unit provides extensive augmentation to the base under agreements worked out by local commanders and monitored and approved by Headquarters Marine Corps. Since the augmentation manpower is part of the tenant unit and will train and deploy with that unit, it is counted in the Tactical/Mobility Forces. This system, which enables a percentage of the Marines assigned to augmentation duties to maintain their military skills in a garrison status prior to deployment, significantly reduces the manpower assigned to Base Operating Support-Combat Installations. It does, of course, correspondingly reduce the number of personnel available to Fleet Marine Force units for routine training.

The Base Operating Support-Combat Installations category also includes Marines assigned to security duties with Marine barracks located at major Navy bases throughout the world. Personnel are provided for security guard posts based on the number of hours that each post is required to be manned per week. Supervisory, supply, mess, and administrative personnel are provided based on the number of guards in that unit, and to meet other assigned responsibilities. The separate report to the Congress mentioned in the discussion of Naval Forces also addresses the use of Marines in this security function.

The determination of manpower requirements for Base Operating Support-Support Installations is based on an analysis of the functional and workload requirements of bases in this subcategory. Since such bases do not support Fleet Marine Force tenant units, computation of the variable support element is excluded.

The Marine Corps constantly reviews the requirement for Base Operating Support manpower at all combat and support installations. A full-scale, on-site manpower survey is conducted at each installation at least once every three years and authorized manning levels are

reviewed annually. Organizations, functions performed, and services provided are evaluated to ensure that the approved manpower, grade, and skill levels are appropriate. Once the functions to be performed are determined and a work measurement system devised, staffing becomes a matter of deciding the level of support or service that will be furnished. Manpower survey efforts have resulted in a streamlining of support organizations by consolidating duplicative functions, correcting staffing inequities, and eliminating dual staffing requirements. Since 1974, survey action has resulted in the elimination of 1,252 military and 395 civilian positions, thereby releasing manpower resources for reallocation into areas of more critical need or for satisfaction of directed Base Operating Support reductions. In addition, manpower survey action has identified the requirement for 498 military and 357 civilian positions which have not been included in the Fiscal Year 1979 Base Operating Support request. Those positions, while valid, have not been approved for manning or augmentation because of Congressional constraints on Base Operating Support.

b. Personnel Support. Manpower requirements in this category are:

Marine Corps Personnel Support Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	4.0	3.9	4.1	4.1
Civilian	0.1	0.1	0.2	0.2

Marine Corps requirements in this category include recruiting and examining services, support to disciplinary commands, and other personnel support. The Marine Corps has programmed an increase of 127 in the strength of its recruiting force in FY 1978 to meet the demands of increased quality requirements in a difficult recruiting market.

c. Individual Training

Marine Corps Individual Training Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	8.1	8.4	7.9	7.3
Civilian	0.3	0.2	0.3	0.2

Individual Training manpower is required to conduct the formal military and technical training, and the professional education of Marine Corps personnel. To the extent that such training can be conducted through alternative on-the-job and field skill methods, the Individual Training manpower requirement is reduced. During Fiscal Year 1978, approximately 30 percent of those Marines undergoing initial skill training will be trained through such alternative methods. This percentage will increase in Fiscal Year 1979.

The Individual Training manpower changes are the net result of a number of actions. By shortening the length of recruit training to nine weeks, the associated manpower requirement will be reduced by approximately 330 spaces. Improvement of the staff-to-student ratio in officer acquisition training and consolidation of helicopter training will lower manpower requirements another 100 spaces. Finally, changes in specialized skill training will reduce manpower requirements by 140 for that program.

A detailed justification of training requirements is contained in the Fiscal Year 1979 Military Manpower Training Report.

d. Force Support Training. The following table summarizes manpower required for the Force Support Training mission.

Marine Corps Force Support Training Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	2.7	2.3	2.7	2.7
Civilian	*	*	*	*

* Fewer than 50 spaces.

Actual strength in Force Support Training was below the planned level at the end of Fiscal Year 1977. This variance occurred as a result of a temporary shortage in qualified aviation technical skill personnel. Since aviation units in Tactical/Mobility Forces received priority in manning, Force Support Training absorbed the shortfall. Programmed aviation technical training output will alleviate this variance during Fiscal Year 1978.

Force Support Training units train recently designated aviators and flight officers in combat aircraft prior to their assignment to operational squadrons, and provide standardized training to other aviation personnel. In addition, designated units within the Marine Combat Crew Readiness Training Group are tasked with providing wartime interceptor support for the North American Air Defense Command. The manpower program is based on the projected student load and the necessity to provide instructors, maintain aircraft, and perform the air defense mission.

This category also includes the manpower to support the Marine Corps Institute which provides military skill training to individual Marines through correspondence courses.

e. Central Logistics. The Central Logistics manpower displayed below is required for the conduct of centrally managed supply, maintenance, and logistic support activities. These activities procure materiel, maintain a centralized inventory control, perform depot level maintenance, and provide other logistic support services. A constant strength is programmed for Fiscal Years 1978 and 1979.

Marine Corps Central Logistics Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	0.8	0.8	0.8	0.8
Civilian	2.7	2.7	2.7	2.7

f. Centralized Support Activities

Marine Corps Centralized Support Activities Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	2.7	2.7	2.7	2.7
Civilian	1.4	1.3	1.2	1.2

The Marines in this category provide centralized support for non-management headquarters activities. They serve in such diversified areas as United Nations Truce Teams, audit and judiciary activity support, Marine membership on Naval Disability Review Boards, public affairs activities, family assistance activities, and Marine Corps support to OSD and JCS. Also included are: the Marine Corps Personnel Support Activity, which administers all active and reserve Marine Corps personnel records; the Marine Corps Automated Services Center, which maintains the entire automated Marine Corps Manpower Management System; and the Marine Corps Finance Center, which administers the JUMPS system for the entire Marine Corps.

g. Management Headquarters. The following table displays the manpower requirement in the Management Headquarters category.

Marine Corps Management Headquarters Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	2.3	2.4	2.3	2.3
Civilian	0.6	0.6	0.6	0.6

The manpower requirement of this function is associated with four subcatgories of Management Headquarters. Marines serving at NATO, NORAD, and U.S. Forces Korea headquarters activities are categorized under International Military Organizations. Marines assigned to Unified Commands are also so categorized. The Service Support-Combat Commands category includes the Fleet Marine Force and major U.S. Navy operational command headquarters. Manpower requirements for Marine Corps and Navy departmental headquarters and service administrative headquarters are categorized under Service Support-Service Commands.

All of the categories of Management Headquarters include requirements external to the Marine Corps. Marines assigned to those requirements perform two important functions. First, they provide readily available expertise on amphibious warfare matters. Second, they provide a channel through which the Marine Corps is kept current on contingency planning alternatives and through which external staffs are kept aware of current Fleet Marine Force capabilities and limitations.

h. Federal Agency Support. The following table displays Marine Corps manpower committed to Federal Agency Support.

Marine Corps Federal Agency Support Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active	1.3	1.2	1.3	1.3

Federal Agency Support manpower programmed by the Marine Corps consists almost exclusively of the 1,300 man Marine Corps Security Guard Battalion, which furnishes embassy guards around the world for the Department of State. The report to Congress on security forces, mentioned in the discussion of Naval Forces, describes this program in detail.

5. Individuals

The Individuals account contains the Marine Corps estimates of manpower authorizations required for transients, patients, prisoners, holdees, and students/trainees. The following table displays the manpower authorizations needed for these accounts.

Marine Corps Individuals Manpower
(End Strength in Thousands)

	FY 77 (Plan)	FY 77 (Actual)	FY 78	FY 79
Military				
Active				
Transients	10.3	10.1	10.0	9.6
Patients/Prisoners/Holdees	2.6	2.3	2.5	2.4
Trainees/Students	26.1	24.3	23.4	20.9
Total	38.9	36.7	35.9	33.0
Reserve Components				
Trainees/Students	3.3	3.4	3.3	3.3

The strengths shown in the Individuals accounts are estimates of the number of people who will be in a Transient, Trainee/Student, Patient/Prisoner/Holdee status at the end of a fiscal year. These estimates are based partly on historical data and partly on current and projected manpower plans and policies. The Individuals accounts are as necessary as the force structure spaces, and shortages in authorizations for these accounts will result in strength reductions in the combat or support forces.

The Marine Corps continues to experience a decline in its Patient/Prisoner/Holdee population. This decrease is attributed to two major factors - the expeditious discharge program initiated in FY 1976 which provided for the early discharge of marginal and sub-standard performers who normally comprised a large segment of the Holdee and Prisoner population; and, the emphasis on quality standards in recruiting that has improved discipline, morale, and effectiveness throughout the Marine Corps.

The reduced requirement for Trainees/Students in Fiscal Year 1979 is the result of decisions to shorten recruit training from eleven to nine weeks and to reduce the level of specialized skill training to be provided at formal schools.

D. FY 1980 Marine Corps Manpower Requirements

When compared to Fiscal Year 1979, the civilian and Reserve manpower requirements for Fiscal Year 1980 do not change. In the active Marine Corps, manpower is increased for Land Forces to improve manning and to continue the enhancement of anti-armor missile units.

This increase is offset by program changes in Tactical Air Forces and by a reduced student requirement. In total, the end strength request is reduced by 700 in Fiscal Year 1980. This reflects minor program adjustments to Support Activities requirements and the decreased requirement for Individuals.

The Fiscal Year 1980 manpower levels being requested by the Marine Corps are displayed in the following table. The Fiscal Year 1979 requirement is provided for comparison.

MARINE CORPS MANPOWER REQUIREMENTS
(End Strength in Thousands)

	Active Military		Reserve Components		Civilian	
	FY 79	FY 80	FY 79	FY 80	FY 79	FY 80
Strategic	*	*	-	-	-	-
Offensive Strategic Forces	-	-	-	-	-	-
Defensive Strategic Forces	-	-	-	-	-	-
Strategic Control & Surveillance	*	*	-	-	-	-
Tactical/Mobility	114.3	115.1	30.2	30.2	-	-
Land Forces	85.3	86.4	22.2	22.2	-	-
Tactical Air Forces	28.3	28.0	8.0	8.0	-	-
Naval Forces	0.7	0.7	-	-	-	-
Mobility Forces	-	-	-	-	-	-
Auxiliary Activities	1.6	1.6	-	-	-	-
Intelligence	0.7	0.7	-	-	-	-
Centrally Managed Communications	*	*	-	-	-	-
Research & Development Activities	0.8	0.8	-	-	-	-
Geophysical Activities	*	*	-	-	-	-
Support Activities	41.1	41.1	-	-	20.1	20.1
Base Operating Support	20.0	20.0	-	-	15.1	15.1
Medical Support	-	-	-	-	-	-
Personnel Support	4.1	4.1	-	-	0.2	0.2
Individual Training	7.3	7.3	-	-	0.2	0.2
Force Support Training	2.7	2.7	-	-	*	*
Central Logistics	0.8	0.8	-	-	2.7	2.7
Centralized Support Activities	2.7	2.7	-	-	1.2	1.2
Management Headquarters	2.3	2.3	-	-	0.6	0.6
Federal Agency Support	1.3	1.3	-	-	-	-
Subtotal-Force Structure Allowance	157.0	157.7	30.2	30.2	20.1	20.1
Individuals	33.0	31.6	3.3	3.3	-	-
Transients	9.6	9.6	-	-	-	-
Patients, Prisoners, and Holdees	2.4	2.4	-	-	-	-
Students, Trainees	20.9	19.5	3.3	3.3	-	-
Cadets	-	-	-	-	-	-
Total	190.0	189.3	33.5	33.5	20.1	20.1

Note: Detail may not add to totals due to rounding.

*Fewer than 50 spaces.

CHAPTER XII

AIR FORCE MANPOWER REQUIREMENTS

A. Introduction

1. Summary and Highlights

This chapter describes and justifies Air Force military and civilian manpower levels, for both active and reserve forces, which are requested for Fiscal Years 1979 and 1980. These requirements are summarized in the following table:

Air Force Manpower Requirements
(End Strength in Thousands)

	FY 79	FY 80
Military		
Active	565.6	566.1
Reserve Components		
ANGUS	92.9	94.6
USAFR	54.0	54.6
Civilian	249.2	247.7

The need for increased efficiency of operation is accentuated by significant manpower strength reductions for over a decade. To minimize the impact on combat capability, these reductions have been concentrated as much as possible in support and overhead areas. These extensive support and overhead reductions have substantially reduced the potential for further similar cutbacks. However, the Air Force is continuing to improve manpower utilization by freeing manpower through technological advancements and management initiatives and reinvesting this manpower in essential combat/readiness enhancements. This chapter outlines Air Force actions to continue the trend of improved manpower utilization and combat readiness.

2. Air Force Structure

The mission and resulting force structure of the Air Force are the primary determinants of manpower requirements. The size and composition of the force structure to be supported provides the underlying basis for the majority of manpower requirements. The most important force structure characteristics, from a manpower requirements standpoint, are the numbers of aircraft, missiles, and other systems authorized.

The size of the aircraft force structure has decreased significantly since FY 1964. This decrease has been offset somewhat by qualita-

tive improvements in the remaining aircraft. For example, the quality and performance of the tactical fighters now entering the inventory exceed that of their predecessors; the penetration capability of the bomber force has been improved; and the strategic airlift force is now totally equipped with jet aircraft.

The Air Force has also adjusted the mix of active and reserve component aircraft and associated manpower. Active forces provide deterrence, maintain forward deployments, and establish a rotation base to support these deployments. Reserve forces augment the active forces for selected contingencies and for full mobilization. The Air National Guard and Air Force Reserve are fully integrated into the total force as evidenced by the equipage of the Air Reserve Force (ARF) components with first-line aircraft--F-4s, A-7s, RF-4s, C-130s, F-106s, and KC-135s. Beginning in FY 1979, the Air National Guard is programmed to be equipped with production line A-10s, concurrently with active units.

Significant elements of the Air Force force structure in FY 1979 include:

a. Strategic Offensive Forces. B-52 and FB-111 bomber forces will stabilize at 316 UE and 60 UE respectively. KC-135 aircraft will remain at 615 UE. Minuteman and Titan II missiles remain at 1000 UE and 54 UE, respectively.

b. Strategic Defensive Forces. The force will consist of six active and ten Air National Guard Interceptor Squadrons. One Defense System Evaluation squadron of Air National Guard EB-57s will convert to KC-135 aircraft. In FY 1979, the Air Force will begin the phased replacement of long range radars in the Semi Automatic Ground Environment (SAGE) system with a combination of the joint use USAF/FAA radars and the E-3A Airborne Warning and Control Systems (AWACS).

c. Tactical Air Forces. The active tactical fighter force consists of 26 organizationally-structured wings, which at present are not fully equipped. The Air Force is continuing its program to bring the 26 wing structure to full UE and associated manpower strength by the end of FY 1981. The Air Force is also continuing in FY 1979 its program to modernize its active and reserve forces tactical fighter wings. Toward this end, United States Air Forces in Europe (USAFE) will be equipped with A-10 aircraft, increasing by 72 UE the total active A-10 inventory to 144 UE; a second F-4G Wild Weasel (SAM suppression) squadron will enter the inventory bringing the active equipage to 48 UE; and the F-15 equipage will be increased to 306 UE.

An eleven wing equivalent ARF structure composed of 38 fighter squadrons augments the 26 active wings. The ARF will undergo significant modernization during FY 1979. The last F-100 squadron will be phased out as more modern aircraft continue to enter the ARF inventory. The Air National Guard will have two 18 UE A-10 squadrons and the Air Force Reserve will have one 18 UE F-4 squadron in FY 1979.

Other changes are programmed in the tactical aircraft force structure in FY 1979. The E-3A Airborne Warning and Control System (AWACS) aircraft will increase to 18 UE, providing a significant increase in command and control capability. The active reconnaissance force will decrease by two RF-4C squadrons. One of the two squadrons will be transferred to the Air National Guard, and the other inactivated. The Tactical Fighter Training Aggressor Program is programmed to increase by 19 aircraft. The first complement of F-16s will enter the inventory as the Air Force establishes its F-16 Combat Crew Training Program. The reconnaissance drone program is transferred from the active force to the Air Force Reserve.

d. Airlift Forces. Strategic Airlift Forces remain at 234 UE C-141 aircraft and 70 UE C-5 aircraft. Active Tactical Airlift Forces also remain constant at 234 UE C-130 aircraft.

Air Force Reserve associate units provide the ability to more fully use existing bases and aircraft by providing reserve air crews and maintenance personnel to active C-141, C-5, and C-9 units. The Air Reserve Forces possess the short takeoff and landing (STOL) capability in the airlift force with C-7 and C-123 aircraft. ARF airlift forces remain constant with 368 UE C-130, C-7, and C-123 aircraft.

3. Manpower Requirements Determination Process

One of the most important aspects of manpower management is accurate requirements determination. Overall manpower requirements are not determined independently, but flow from the basic factors which control force levels: the missions the Air Force is expected to perform and the funding levels which determine the resources available for carrying out those missions. Consideration of these factors leads to the decisions which shape Air Force forces. These forces, in turn, must be deployed, operated, maintained, and updated with advances in technology. Application of manpower standards and guides to the resultant workloads determines the numbers and kinds of people needed to support the force structure.

a. Management Engineering Program. Since 1961, the Air Force manpower requirements determination effort has been centered on the Management Engineering Program (MEP). Using contemporary industrial engineering techniques, objective statements of manpower required to accomplish specific jobs are developed. Experience gained over the years and constant refinement of methodology have allowed progressive improvement in the program, so that there is a high degree of credibility in the manpower standards produced.

The program is operated by specially qualified and trained personnel assigned to 149 active force major command and reserve component Management Engineering Teams (METs) located at bases throughout the Air Force and eleven Functional Management Engineering Teams (FMETs).

The major command METs administer the program at base level under direction of their respective major command Manpower and Organization staffs. These METs conduct studies which address functions peculiar to their command or a base within their command and provide inputs to support Air Force studies conducted by the FMETs. The Air National Guard and Air Force Reserve METs develop standards in those functions where active force standards are inappropriate.

The FMETs, which are assigned to the Air Force Manpower Engineering Agency (AFMEA), are dedicated to supporting the manpower management needs of large Air Force functional areas. In this role, they develop manpower standards and improve work force utilization in the Comptroller, Data Automation, Engineering and Services, Intelligence, Maintenance and Supply, Medical, Munitions, Personnel, Security Police, Special Staff, and Transportation functions. These 11 areas account for over 60% of the Air Force manpower resources.

The HQ USAF Directorate of Manpower and Organization is responsible for overall MEP policy. AFMEA's primary mission is to direct and supervise standards development and the management advisory efforts of its functional teams, and to provide centralized control and common direction for executing the entire Air Force Management Engineering Program. In addition, AFMEA provides technical guidance for standards development throughout the Air Force; schedules all Air Force-wide study efforts; accomplishes the quality control of program products; approves all standards; and develops improvements in study methodology and management engineering computer support systems.

b. Manpower Standards. Standards are quantitative expressions of manpower required to perform work at varying levels of workload. There are two types of manpower standards--engineered and statistical. Engineered standards, the more accurate type, are developed through a structured process employing industrial engineering methods such as work sampling and time study to accomplish on-the-spot work measurement. Developed to precise technical specifications, engineered standards must satisfy a predetermined degree of accuracy and reliability. Statistical manpower standards, on the other hand, are customarily derived by using such engineering techniques as on-site, detailed interviews and statistical analyses of existing historical workloads and empirical data.

c. Manpower Guides. While over 65% of total Air Force manpower requirements are determined by manpower standards, the remaining Air Force requirements are based on manpower guides. Manpower guides are also quantitative expressions of manpower; however, they are less structured than standards and are based on staff estimates, manpower surveys, and contractor estimates rather than classical work measurement techniques. Guides are preferred when functions or systems have a known short-term life cycle, or in such activities as research and development, management analysis, operations staffs, and Air Force support of other agencies--activities in which the nature of work performed or the size and composition of the work center make this approach more economical and effective.

d. Application. Application of manpower standards and guides provides an accurate, objective, and consistent basis to forecast future manpower requirements. Activities throughout the Air Force are allocated available manpower consistent with workload. When mission or force adjustments cause workload change, this system assures that manpower will also be revised in accordance with the changed mission or force level. The following example illustrates the use of various types of standards and guides to determine manpower required to directly support the wartime mission of a 24 UE F-4E Tactical Fighter Squadron.

Crews: The crew composition of the F-4E is two officers. The FY 1979 required crew ratio, based on combat readiness requirements, is 1.25 crews per aircraft. The 1.25 crew ratio means that for a squadron composed of 24 UE aircraft, 60 officers are required in primary crew positions.

Maintenance: Maintenance manpower requirements for the F-4E are derived through simulation modeling based on inputs developed by employing industrial engineering techniques. The computer simulation model used is called the Logistics Composite Model (LCOM) and was adapted as an essential element of the Air Force manpower requirements determination process. LCOM simulates a maintenance environment and can be used to accurately predict wartime maintenance manpower requirements based on wartime planning requirements to support the national strategy. The model considers the effect on maintenance manpower requirements of such factors as deployment/mobility operations, aircraft type, mission type, numbers of sorties, sortie length, failure rates, repair time, repair crew size, battle damage, and spare parts availability. It also insures that sufficient maintenance manpower is provided to allow the tactical Air Force units to meet wartime requirements for deploying certain units to multiple locations.

Using LCOM, the maintenance requirement for a 24 UE F-4E squadron is 9 officers and 430 airmen.

Munitions: These requirements are based on statistical standards. Included in this area is the manpower required for: loading, unloading, arming, and de-arming committed munitions; inspecting, testing and maintaining all aircraft weapons release systems; maintaining, loading, activating, and deactivating aircraft gun systems; and providing the capability for maintaining, storing, and handling munitions. The factor for the F-4E is 5.9 manpower authorizations per aircraft--or, 3 officers and 139 airmen for a 24 UE squadron.

Wing/Squadron Staff: These requirements are based on engineered standards and manning guides. Included is the manpower required for squadron supervision and a proportionate share of the wing staff. These personnel perform such jobs as command, operations, planning and scheduling, flying safety, and quality control on aircrew training and proficiency. Each F-4E squadron requires 15 officers, 29 airmen, and 1 civilian.

Weapons System Security: These requirements are based on statistical manpower standards. Security personnel are required for such jobs as entry control, close-in boundary support, and security alert teams. The requirement for an F-4E squadron varies by mission and location. Approximately 41 airmen per squadron is a representative requirement.

Total Requirement: Using the above manpower standards and guides, a total of 87 officers, 639 airmen, and one civilian are required to directly support the F-4E squadron.

e. Wartime Manpower Requirements. The Air Force annually develops the total force manpower required to support the national strategy using a regularized manpower determination process. The process begins with the guidance from the Secretary of Defense and documents the wartime use of the total manpower program in meeting the deployed, strategic, and CONUS sustaining force requirements. When all requirements have been identified, the Air Force compares the total manning requirement with the authorized manpower.

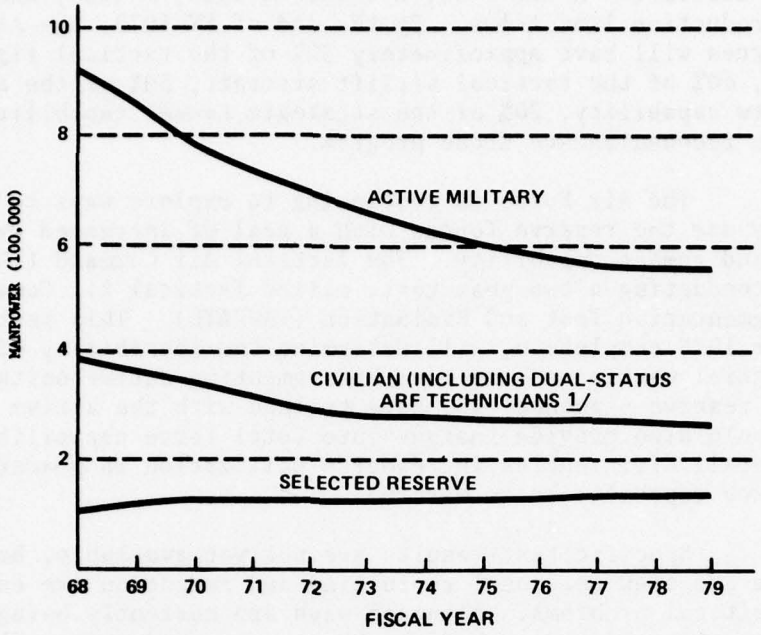
Successive iterations of this process have improved the effort and have helped provide useful manpower management data. The data have identified wartime manpower shortfalls in combat and support activities, influenced decisions concerning manpower resource realignments, provided information for evaluating contract proposals, and generally assisted managers in making manpower related decisions.

The Air Force has made substantial progress in documenting the total force wartime manpower required to support the national strategy, and efforts are continuing to further refine methodology and data content. The goal of the Air Force effort is improved readiness by insuring adequate military manpower by skill, the most effective mix between active and reserve components, and the proper balance between combat and combat sustaining forces.

B. Significant Trends

The Air Force has sustained substantial active military and civilian manpower reductions for over a decade, as shown in the following chart. The reductions from FY 1968 to FY 1973 reflect the Southeast Asia drawdown. Since FY 1973--when Air Force active strengths were already more than 200,000 below pre-Southeast Asia levels--Air Force strengths have continued to decline to the point where active manpower levels are now lower than at any time since before the Korean conflict. Notwithstanding these active force manpower decreases, the reserve forces manpower levels have remained relatively stable.

AIR FORCE MANPOWER
FY 68 – FY 79



1/ ARF Technicians are also included in the Selected Reserve data.

1. Active Military

The largest share of manpower reductions has been in the active military force--which has been reduced by over 339,000 since FY 1968 and over 125,000 since FY 1973. The Air Force has minimized the impact of these past manpower reductions on combat readiness by concentrating them in support, training, and overhead areas. Since FY 1973, the Air Force has reduced active military in Base Operating Support by 25%, in Individual Training by 35%, Students/Cadets by 24% and USAF Management Headquarters by 31%--all outstripping the total Air Force active military reduction of 18%. During the same period, however, the Air Force increased its Tactical Air Forces active military manpower by 19%. In order to continue this trend of enhancing combat capability, the Air Force is concentrating on management initiatives and technological advances to free manpower to improve readiness now.

2. Air Reserve Forces

The Air Reserve Forces are an integral part of the Air Force's total wartime capability. In view of past significant manpower reductions in the active force and the relative stability in reserve forces strengths, the Air National Guard and Air Force Reserve have assumed a larger portion of the Air Force wartime mission. For FY 1979, the Selected Reserve represents a potential manpower surge of 26% to the active military force--compared to 19% in FY 1973.

The Air Reserve Forces play a vital role in our total force posture and must be provided with modern equipment. During the last several years, the Air Force has incrementally equipped them with first line aircraft: A-7s, F-4s, C-130s, KC-135s, F-106s, and--in FY 1979--production line A-10s. By the end of FY 1979, the Air Reserve Forces will have approximately 30% of the tactical fighter force capability, 60% of the tactical airlift aircraft, 50% of the strategic airlift crew capability, 20% of the strategic tanker capability, and 100% of the reconnaissance drone program.

The Air Force is continuing to explore ways to more effectively use the reserve forces with a goal of increased overall readiness and combat capability. The Tactical Air Command (TAC) is currently conducting a two year test, called Tactical Air Command Reserve Augmentation Test and Evaluation (TACRATE). This test, scheduled for October 1978 completion, will determine the feasibility of increasing TAC's potential wartime sortie rate by augmenting active units with individual reserve personnel who have trained with the active unit. TACRATE should also provide insight into total force capabilities to achieve overall efficiencies in resource utilization in peacetime and to enhance force capabilities in wartime.

Specific test results are not yet available, however, maintenance and crew personnel recruiting and retention are currently the most critical problems. Although ways are currently being explored to alleviate this shortage, these problems to some degree reflect the overall recruiting/retention difficulties of the Air Reserve Forces. Trends in overall Air Reserve Forces recruiting and retention, as well as the success of TACRATE will determine, in large measure, the future availability of Air Reserve Forces in the numbers and skills required. The availability of reserve forces manpower will be a key factor in determining the optimum balance between reserve and active forces in the years ahead.

3. Civilian

The Air Force has long recognized the requirement for a mix of military, in-service civilian, and contractor personnel. Air Force manpower mix policy is based on the Congressional mandate to use the least costly form of manpower consistent with military requirements and the national policy of relying upon the private sector for commercial/industrial goods and services. Through application of this policy, the Air Force converted almost 18,000 military positions between FY 1973 and FY 1977. The Air Force believes that future military-to-civilian conversion programs can be accommodated only through a regularized function-by-function analysis. To do otherwise could create wartime military skill shortfalls.

The Air Force employs about a quarter of a million inservice civilians. Approximately 27% of the inservice civilians are assigned to the vitally important Central Logistics function and in-service civilians comprise 94% of the total inservice Central Logistics manpower. Other civilian intensive areas include Research and Development, Base Operating Support, and Centralized Support Activities. Since FY 1973, inservice civilian strength has decreased by more than 13% with reductions concentrated in Base Operating Support, Individual Training, and Management Headquarters areas. The overall decline, however, has been smaller than that in the active military (18%) due to the significant military-to-civilian conversions previously mentioned as well as the increased Air National Guard and Air Force Reserve Technician requirements associated with the build-up and enhancement of the Air Reserve Forces.

Air Force workloads which do not require essential military or inservice civilian incumbency are subjected to comparative cost analyses. By using the most cost effective source of manpower, either inservice civilian or contractor, for these workloads, the Air Force is in keeping with the sense of Congress to use the least costly form of manpower consistent with military requirements. The Air Force scrupulously analyzes its military and inservice civilian requirements on a function-by-function basis to insure that proposed conversions to contract do not compromise the integrity of our combat/readiness posture. Based upon these detailed analyses, the Air Force, as a budget planning assumption, has programmed the conversion of approximately 6000 authorizations, including over 2100 military, to contract in FY 1979.

4. Management Initiatives

Notwithstanding overall manpower reductions in FY 1978 and FY 1979, the Air Force has made significant improvements in its combat capability through improved utilization of its manpower resources. Essential readiness enhancements have been programmed in the FY 1979 President's Budget.

Over the next several years, numerous tactical units will be converting to F-15, A-10, and F-16 aircraft. Past aircraft conversion procedures called for the converting unit to reduce operations before conversion to prepare the old weapon system for transfer and initiate training of personnel on the new equipment. Additional time was needed to bring the unit back to combat ready status. To avoid the attendant loss of combat capability during the conversion period, a new approach, known as the Tactical Enhancement and Modernization (Ready Team) Concept, was developed. This new approach will allow personnel in sortie-generating skills to be positioned and trained in a unit's new weapon system prior to phasing out the old weapon system, thereby sustaining the unit's maintenance capability and readiness posture. Manpower required to support this concept is initially programmed in FY 1978 and then phased through the entire tactical forces modernization period. In addition, extra ANGUS and USAFR technician TDY training and reservist mandays are programmed for the Reserve Components to enhance the readiness of Air Reserve Force Units converting to new weapon systems.

In addition to the continued modernization of our tactical fighter forces, the Air Force is continuing the phase in of E-3A AWACS aircraft. AWACS is an airborne surveillance, command, control, and communications system with special avionics, including a large surveillance radar. This equipment will provide a unique panoramic view of an evolving tactical or strategic situation for real time management and timely response by appropriate command echelons. Additional manpower is programmed to support the increase of 6 UE to achieve a total of 18 UE by end FY 1979.

Another initiative is in response to the increased chemical warfare threat. The Air Force will, in FY 1979, expand its chemical warfare defensive program to provide additional manpower to support increased training in chemical warfare defensive measures.

In the operational area, we have been able to apply technological advances to our Minuteman Missile operations. New equipment has allowed us to streamline procedures, and by the end of FY 78 reduce the Minuteman Missile crew force by about one-third.

Since 1973, individual training staffs and students have been significantly reduced. To a large extent, these reductions are the result of aggressive Air Force efforts to critically analyze training requirements, programs, and methods, and to implement cost effective training innovations. For example, the "Able Chief" program restructured initial skill training for students in three aircraft crew chief specialties. Resident school training was reduced from nine, eleven and twelve weeks respectively to a common four week course. This four week resident course is followed by specific weapon system training conducted by Field Training Detachments (FTDs) -- course duration dependent on weapon system. The overall result is a reduction in total training time and more productive individuals who have been trained on the weapon system to which they will be assigned. Upon full implementation in FY 1979, "Able Chief" will save approximately 550 authorizations.

The Air Force is promoting substantial manpower efficiencies in other areas. In FY 1979 the Air Force will near completion of a multi-year Depot Plant Modernization Program. By upgrading the physical plants and equipment at its logistics depots, the Air Force has been able to save almost 4000 manpower authorizations since FY 1973. Through analyzing the interoperability of various security force elements, the Air Force has realized significant manpower savings beginning in FY 1978 in its nonnuclear weapon system security manpower requirements. The Air Force has also made substantial progress in improving the efficiency of base operating support (BOS) activities. The application of new manpower standards, developed through the Management Engineering Program, results in an estimated savings of about 800 authorizations in our consolidated base personnel offices and food service functions. Advances in technology continue to provide manpower efficiencies. The phased modernization of cryptologic equipment, installation of optical character readers at message centers, automated telecommunications programs, and

replacement of Precision Approach Radar with Instrument Landing Systems (ILS) are examples of technological initiatives providing manpower savings in FY 1979.

Increased efficiency through specific initiatives is a major means of enhancing the effectiveness and readiness of Air Force combat forces without increasing manpower amd continues to be one of Air Force's highest priorities. The Air Force will continue--to the extent permitted by overall resource constraints--to insure that resources made available by new and imaginative concepts are applied directly to essential improvements in combat capability.

5. Accession Programs

a. Enlisted. Non-prior service enlisted recruiting goals for FY 1977 through FY 1979, and the number of personnel recruited in FY 1977, are shown below:

Active Air Force Enlisted Recruiting Goals
(Non-Prior Service)

	FY 77	FY 78	FY 79
Plan	72,510	74,000	71,000
Actual	72,510		

In order to meet FY 1977 enlistment objectives, a reprogramming action was approved by Congress that provided an additional 280 recruiting personnel and funds to establish a recruiter aide program. While the Air Force achieved its FY 1977 recruiting objective of 72,510 non-prior service accessions, the recruiting environment continues to tighten. Traffic in recruiting offices showed a decline in quality and quantity. The DoD youth survey reflects a 50% decline since 1975 in the inclination of youth to enlist, and a 24% drop in youth listing the Air Force as their service of choice. The high school diploma graduate accessions dropped for the third consecutive year, a factor which increases first-term attrition and overall force costs. The Air Force witnessed a continuing decline in the Delayed Enlistment Program pool. This trend must be reversed if we are to maintain a steady flow of enlistees to the training centers. Due to the increased difficulty in recruiting qualified applicants, additional advertising and recruiters are required in the budget year. The Air Force will strive to continue to attract qualified youth to meet personnel procurement objectives.

Although FY 1977 was the best recruiting year for the USAFR since the start of the all-volunteer force, it was still an extremely difficult recruiting period as indicated in the following table:

Air Reserve Forces Enlisted Recruiting Goals
(Non-Prior Service)

	FY 77	FY 78	FY 79
Plan	9204	8204	8204
Actual	6604		

The Air Reserve Forces continue to have recruiting difficulties with aircraft maintenance personnel, air cargo specialists, load masters, flight engineers, and communications skills. The recruiting shortfalls during this period can be attributed in part to greater competition among the Services for the smaller number of military qualified youth who have a propensity to enlist. The ANGUS and USAFR expect to make their FY 1978 and FY 1979 end strengths; however it will be difficult unless they are provided the requested increase in full-time reserve recruiters, retention rates improve, and incentives such as the reenlistment bonus and tuition assistance are provided.

b. Officer. The officer procurement program supports established undergraduate flying training rates and officer requirements in the broad range of essential combat sustaining and management functions. During FY 1977, the Air Force encountered increasing difficulties in recruiting officer candidates in the scientific, technical, and engineering areas, as well as in medical and dental professions. The market for these skills is highly competitive and, in the absence of the draft, recruiting is a particular challenge. The Air Force is requesting more recruiters and advertising dollars, and will expend every effort to meet these vital requirements. Officer accession goals and FY 1977 experience are shown below:

Active Air Force Officer Accession Goals

	FY 77	FY 78	FY 79
Plan	6,621	7,188	9,049
Actual	6,314		

C. Air Force Manpower Requirements By Defense Planning and Programming Category (DPPC)

The following tables display, by DPPC, Air Force manpower for the period FY 1977-1980. This section relates Air Force manpower requirements to force levels and describes the significant features of the FY 1978-FY 1979 program. Section D will describe the FY 1980 program.

AIR FORCE ACTIVE MILITARY MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	81.0	79.7	79.1	76.2
Offensive Strategic Forces	57.5	56.9	57.1	57.3
Defensive Strategic Forces	12.0	11.7	11.1	8.1
Strategic Control and Surveillance	11.4	11.1	10.8	10.8
Tactical/Mobility	120.4	125.4	125.1	127.8
Land Forces	-	-	-	-
Tactical Air Forces	83.0	88.6	88.1	90.9
Naval Forces	-	-	-	-
Mobility Forces	37.5	36.9	37.0	36.9
Auxiliary Activities	57.0	56.6	54.2	54.2
Intelligence	18.3	18.8	17.8	17.7
Centrally Managed Communications	15.6	14.8	14.7	14.7
Research and Development	14.7	15.0	14.0	14.0
Geophysical Activities	8.3	8.0	7.8	7.8
Support Activities	253.7	249.0	250.1	249.5
Base Operating Support	137.2	131.2	131.2	129.0
Medical Support	32.6	32.4	32.5	32.3
Personnel Support	5.1	5.5	5.5	5.5
Individual Training	19.6	19.1	19.8	21.1
Force Support Training	20.1	22.0	22.5	23.0
Central Logistics	4.4	4.5	4.5	4.5
Centralized Support Activities	15.7	15.4	15.4	15.3
Management Headquarters	18.9	18.5	18.5	18.5
Federal Agency Support	0.2	0.3	0.3	0.3
Subtotal-Force Structure Allowance	512.1	510.8	508.5	507.7
Individuals	58.3	60.0	57.1	58.4
Transients	18.4	18.7	16.7	17.0
Patients, Prisoners, and Holdees	0.6	0.7	0.7	0.7
Students, Trainees	34.8	36.2	35.3	36.2
Cadets	4.6	4.4	4.4	4.4
Total	570.5	570.8	565.6	566.1

Note: Detail may not add to totals due to rounding.

AIR FORCE SELECTED RESERVE MANPOWER REQUIREMENTS (ANGUS)
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	17.8	20.6	20.7	20.9
Offensive Strategic Forces	7.3	11.3	11.2	11.2
Defensive Strategic Forces	9.8	8.6	8.8	8.9
Strategic Control and Surveillance	0.7	0.7	0.7	0.7
Tactical/Mobility	57.8	55.5	56.3	57.8
Land Forces	-	-	-	-
Tactical Air Forces	42.9	39.8	41.0	41.9
Naval Forces	-	-	-	-
Mobility Forces	15.0	15.6	15.3	15.8
Auxiliary Activities	10.9	11.3	11.5	11.6
Intelligence	-	-	-	-
Centrally Managed Communications	10.4	10.8	11.0	11.1
Research and Development	-	-	-	-
Geophysical Activities	0.5	0.5	0.5	0.5
Support Activities	3.8	3.5	1.8	1.9
Base Operating Support	0.3	0.4	0.4	0.4
Medical Support	-	-	-	-
Personnel Support	-	-	-	-
Individual Training	-	-	-	-
Force Support Training	1.7	1.7	-	-
Central Logistics	-	-	-	-
Centralized Support Activities	1.8	1.4	1.4	1.5
Management Headquarters	-	-	-	-
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	90.3	90.9	90.3	92.2
Individuals	1.5	1.6	2.6	2.5
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	1.5	1.6	2.6	2.5
Cadets	-	-	-	-
Total	91.8	92.5	92.9	94.6

Note: Detail may not add to totals due to rounding.

AIR FORCE SELECTED RESERVE MANPOWER REQUIREMENTS (USAFR)
(End Paid-Drill Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	1.7	2.3	1.9	1.9
Offensive Strategic Forces	1.2	1.8	1.9	1.9
Defensive Strategic Forces	0.6	0.5	-	-
Strategic Control and Surveillance	-	-	-	-
Tactical/Mobility	34.1	34.7	35.5	35.7
Land Forces	-	-	-	-
Tactical Air Forces	5.2	5.4	6.2	6.5
Naval Forces	-	-	-	-
Mobility Forces	28.9	29.3	29.2	29.2
Auxiliary Activities	0.5	0.5	0.5	0.5
Intelligence	-	-	-	-
Centrally Managed Communications	-	-	-	-
Research and Development	-	-	-	-
Geophysical Activities	0.5	0.5	0.5	0.5
Support Activities	13.0	13.5	14.1	14.5
Base Operating Support	3.6	3.6	3.7	3.7
Medical Support	1.5	1.7	1.7	1.7
Personnel Support	-	-	-	-
Individual Training	-	-	-	-
Force Support Training	-	-	-	-
Central Logistics	0.4	0.4	0.4	0.4
Centralized Support Activities	6.5	6.8	7.3	7.7
Management Headquarters	1.0	1.1	1.1	1.1
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	49.3	51.0	52.0	52.6
Individuals	1.1	2.0	2.0	2.0
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Students, Trainees	1.1	2.0	2.0	2.0
Cadets	-	-	-	-
Total	50.4	53.0	54.0	54.6

Note: Detail may not add to totals due to rounding.

AIR FORCE CIVILIAN MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80 Auth.
		FY 79 Budget		
Strategic	7.5	9.0	9.1	8.7
Offensive Strategic Forces	2.6	3.9	3.9	4.0
Defensive Strategic Forces	4.0	4.1	4.1	3.7
Strategic Control and Surveillance	0.9	1.0	1.0	1.0
Tactical/Mobility	27.9	26.4	27.9	27.9
Land Forces	-	-	-	-
Tactical Air Forces	13.8	13.0	14.5	14.7
Naval Forces	-	-	-	-
Mobility Forces	14.1	13.4	13.4	13.1
Auxiliary Activities	24.9	25.0	24.4	24.3
Intelligence	2.3	2.3	2.2	2.2
Centrally Managed Communications	4.1	4.0	4.0	3.9
Research and Development	17.4	17.5	17.1	17.1
Geophysical Activities	1.0	1.1	1.1	1.1
Support Activities	195.1	192.8	187.9	186.9
Base Operating Support	90.3	87.8	85.3	84.7
Medical Support	7.3	7.6	7.6	7.6
Personnel Support	0.9	1.3	1.3	1.3
Individual Training	5.9	5.7	5.3	5.6
Force Support Training	2.4	2.6	1.9	1.9
Central Logistics	68.8	67.6	66.3	65.5
Centralized Support Activities	10.4	11.0	11.1	11.2
Management Headquarters	9.1	9.2	9.2	9.2
Federal Agency Support	*	*	*	*
Total	255.3	253.2	249.2	247.7

Note: Detail may not add to totals due to rounding.

*Fewer than 50.

1. Strategic. Air Force strategic forces are subdivided into offensive, defensive, and control and surveillance forces.

a. Offensive Strategic Forces. The following tables show Air Force Offensive Strategic Forces.

Air Force Offensive Strategic Forces (UE)

	FY 77	FY 78	FY 79
Active Force			
Bombers			
B-52	316	316	316
FB-111	66	60	60
Tankers			
KC-135	532	487	487
Missiles			
Titan II	54	54	54
Minuteman	1000	1000	1000
Reserve Forces			
Tankers			
ANGUS KC-135	67	104	104
USAFR KC-135	16	24	24
ANGUS KC-97	32	-	-

Air Force Offensive Strategic Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	57.5	56.9	57.1
Reserve Components			
ANGUS	7.3	11.3	11.2
USAFR	1.2	1.8	1.9
Civilian	2.6	3.9	3.9

Offensive Strategic Forces consist of combat aircraft and intercontinental ballistic missiles under the control of the Strategic Air Command (SAC). SAC's primary mission is to deter nuclear war by maintaining the ability to deliver nuclear firepower to any part of the world. SAC is also capable of delivering conventional (non-nuclear) weapons with its bomber aircraft. To perform these missions in FY 1979, there are 20 B-52 squadrons, four FB-111 squadrons, 30 active force and 16 reserve force KC-135 tanker squadrons, six Titan missile squadrons, and 20 Minuteman squadrons with the unit equipment (UE) shown in the above table.

Decreases in FY 1978 active military manpower are due primarily to the transfer of KC-135 aircraft to the reserve forces, the completion of the Minuteman crew force initiatives, and improved efficiency in non-nuclear B-52 and KC-135 security forces. These reductions are partially offset by increases in security forces for Minuteman missiles, B-52 alert aircraft, and nuclear storage sites. Test support for the air launched cruise missile (ALCM) is also increased in FY 1978. FY 1979 active military manpower increases are associated with increased Minuteman missile maintenance and security and the phased increase in ALCM test support. These increases are partially offset by reduced active military support for reserve force units as they complete their transition into KC-135 aircraft; reduced security requirements for ANGUS KC-135s; and phase out of the Quail missile.

ANGUS and USAFR manpower increases in FY 1978 reflect the transfer of additional KC-135s from the active force. FY 1978 civilian increases provide the Air Reserve Forces the civilian technicians required to support the increase in KC-135s.

b. Defensive Strategic Forces. The following tables show Air Force Defensive Strategic Forces.

Air Force Defensive Strategic Forces

	FY 77	FY 78	FY 79
Interceptor Squadrons			
Active Force	6	6	6
ANGUS	10	10	10
Early Warning Squadron			
USAFR	1	1	-
Defense System Evaluation (EB-57) Squadrons			
Active Force	1	1	1
ANGUS	2	1	1

Air Force Defensive Strategic Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	12.0	11.7	11.1
Reserve Components			
ANGUS	9.8	8.6	8.8
USAFR	0.6	0.5	-
Civilian	4.0	4.1	4.1

Air Force Defensive Strategic Forces include aircraft and radars of the Aerospace Defense Command, Air National Guard, and Air Force Reserve. These forces are required for surveillance and control

of air space. To perform this mission in FY 1979, the Air Force will employ a force of six active Air Force and five Air National Guard F-106 squadrons, three ANGUS F-101 squadrons, and two ANGUS F-4 squadrons. The ground environment systems include seven regional control centers, two manual NORAD control centers, 45 surveillance radar sites and one Back Up Interceptor Control (BUIC) facility. There are also 17 FAA/USAF joint use radar sites. Thirty-one Distant Early Warning (DEW) stations (10 USAF) are manned primarily by contractor personnel. One active Air Force and one Air National Guard defensive system evaluation (EB-57) squadron provide training for radar operators by simulating enemy bombers.

FY 1978 active military manpower decreases primarily because of the phase out of one manual NORAD control center. The changes in ANGUS and civilian manpower are attributable to force structure changes as one EB-57 squadron is phased out and one F-106 squadron converts to F-4 aircraft.

The decreases in active military and Air Force Reserve manpower in FY 1979 are due to conversion of the USAFR EC-121 squadron to F-4s. The phased implementation of the Joint Surveillance System USAF/FAA radar program also contributes to the FY 1979 active military reductions.

c. Strategic Control and Surveillance Forces. Manpower requirements for this category are:

Air Force Strategic Control and Surveillance Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	11.4	11.1	10.8
Reserve Components			
ANGUS	0.7	0.7	0.7
Civilian	0.9	1.0	1.0

Control and Surveillance forces employ the following aircraft: one squadron of SR-71s for reconnaissance; 27 EC-135 Post Attack Command and Control System aircraft, which are used by the Strategic Air Command for Airborne Command Posts, communication relay, and launch control centers; and three E-4A National Emergency Airborne Command Post aircraft. The ground environment activities include the NORAD Combat Operations Center in Cheyenne Mountain near Colorado Springs, which is the nerve center for aerospace defense of the North American Continent; three Ballistic Missile Early Warning sites; Submarine Launch Ballistic Missile (SLBM) Detection and Warning sites; the Perimeter Acquisition Radar Attack Characterization System facility; five SPACETRACK facilities consisting of radars and Baker-Nunn camera sites; the ground data

system for the satellite early warning program; three Air National Guard aircraft control and warning sites; and portions of the National Military Command and Control System. Control and Surveillance forces also include communications and command and control support equipment. Finally, some of the Worldwide Military Command and Control System automatic data processing resources are also included in this category.

The apparent decrease in active military manpower in FY 1978 results primarily from temporary strength overage at the end of FY 1977. FY 1979 manpower changes result primarily from the phase out of three conventional radars, activation of a new phased array radar in support of SLBM detection and warning, and movement of the FPS-85 Radar from the SPACETRACK program to the SLBM Detection and Warning program in order to correctly associate it with its primary mission.

2. Tactical/Mobility. Air Force Tactical and Mobility forces are discussed in the following sections.

a. Tactical Air Forces. The following tables show Air Force Tactical Air Forces.

Air Force Tactical Air Forces

	FY 77	FY 78	FY 79
Active Force			
Tactical Fighter Wings (TFW)	26	26	26
Reconnaissance Squadrons	9	9	7
Special Operations Squadrons	5	5	5
Airborne Warning and Control (AWACS) Squadrons	2	3	3
Airborne TACS Squadrons	11	11	11
Reserve Forces			
ANGUS Fighter/Attack Sq	29	29	30
ANGUS Reconnaissance Sq	8	8	9
USAFR Fighter/Attack Sq	7	7	8
USAFR Special Operations Sq	2	2	1
USAFR Reconnaissance Drone Sq	-	-	1
ANGUS Airborne TACS Squadron	6	6	6

Air Force Tactical Air Force Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	83.0	88.6	88.1
Reserve Components			
ANGUS	42.9	39.8	41.0
USAFR	5.2	5.4	6.2
Civilian	13.8	13.0	14.5

Tactical Air Forces consist of the tactical fighter, attack, reconnaissance, special operations, and command and control aircraft of the Tactical Air Command (TAC), United States Air Forces Europe (USAFE), Pacific Air Forces (PACAF), Alaskan Air Command (AAC), Aerospace Defense Command (ADCOM), Air Force Reserve, and Air National Guard. Manpower supporting these forces include air crews, organizational and intermediate aircraft maintenance personnel, and weapon systems security and munitions maintenance personnel. Also, included in this category are the forces and manpower for the Air Force's Tactical Air Control Systems, the Air Force Test and Evaluation Center (AFTEC), civil engineering deployable heavy repair (RED HORSE) squadrons, and tactical intelligence squadrons.

Increases in active military manpower in FY 1978 reflect the Air Force's continuing programs, such as Ready Team, to enhance the combat capability and readiness of Tactical Air Forces. There is a net increase of 24 fighter/attack aircraft as the Air Force continues to flesh out and modernize its 26 active tactical fighter wings. AWACS increases to 12 UE to provide enhanced command and control of combat elements. Quantitative and qualitative equipment improvements in our Tactical Air Control Systems (TACS) as well as increases in War Readiness Material (WRM) are programmed to support the force structure. Increases programmed for nuclear weapons security are offset somewhat by decreases in non-nuclear security forces as a result of improved operational procedures.

FY 1979 active military manpower decreases are due primarily to the transfer of one RF-4 squadron to the Air National Guard, the inactivation of the tactical drone squadron and an RF-4 squadron, and the replacement of F-4s, F-105s and A-7s with F-15s and A-10s. Partially offsetting these decreases are the addition of 6 UE AWACS and further enhancement of TACS and WRM capabilities.

Changes in reserve forces manpower result from force structure changes associated with additional modern weapon systems, along with the transfer of the aforementioned reconnaissance and drone missions from the active force. In addition, ANGUS tactical training aircraft are realigned from Force Support Training as combat aircraft with peacetime training missions.

Decreases in FY 1978 civilians are due to reserve force structure changes and realignment of USAFR installation support manpower to Base Operating Support. Increases in FY 1979 are due primarily to an increase in Air Reserve Technicians associated with force structure changes, particularly the assignment of drone and additional reconnaissance missions, and the ANGUS training mission realignment.

b. Mobility Forces. The following tables show Air Force mobility forces.

Air Force Mobility Forces

	FY 77	FY 78	FY 79
Active Force			
Tactical Airlift Sq	15	15	15
Strategic Airlift Sq	17	17	17
Aeromed Airlift Sq	3	3	3
Aerospace Rescue & Recovery Sq	5	5	5
Reserve Force			
Tactical Airlift Sq (ANGUS/USAFR)	36	36	36
Strategic Airlift Sq (USAFR-Assoc) 1/	17	17	17
Aeromed Airlift Sq (USAFR-Assoc) 1/	1	1	1
Aerospace Rescue & Recovery Sq (ANGUS/USAFR)	6	6	6

1/ Associate squadrons provide aircrews and maintenance personnel for utilization with active USAF squadrons. These include one C-9 aero-med squadron, four C-5A squadrons and 13 C-141 squadrons.

Air Force Mobility Forces Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	37.5	36.9	37.0
Reserve Components			
ANGUS	15.0	15.6	15.3
USAFR	28.9	29.3	29.2
Civilian	14.1	13.4	13.4

Air Force Mobility Forces consist of the tactical airlift, strategic airlift, aeromedical airlift, and aerospace rescue and recovery aircraft of the Military Airlift Command (MAC), the Air Force Reserve, and the Air National Guard. Manpower supporting these forces include crews, organizational and intermediate aircraft maintenance, and aircraft security personnel. This category also includes manpower for aerial port operations and Air Force special mission forces.

FY 1978 active military manpower decreases result from consolidation of airlift resources under MAC, completion of the Congressionally-directed realignment of aerial port manpower to the reserve forces, and the Congressionally-directed reduction in MAC aircraft maintenance manpower.

The FY 1978 increase in ANGUS manpower is the result of the addition of one C-130 squadron and the transfer of the aerial port missions. Increases in USAFR manpower associated with the aerial port transfer are partially offset by the elimination of one C-130 squadron. The FY 1978 decrease in civilian manpower is due to the realignment of USAFR installation support manpower to Base Operating Support.

3. Auxiliary Activities. Auxiliary Activities are subdivided into Intelligence, Centrally Managed Communications, Research and Development Activities, and Geophysical Activities.

a. Intelligence.

Air Force Intelligence Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	18.3	18.8	17.8
Civilian	2.3	2.3	2.2

This category includes manpower for the Consolidated Cryptologic Program, the General Defense Intelligence Program, and Air Force support to the Defense Intelligence Agency and the National Security Agency. The Air Force Intelligence Service and the Air Force Security Service are the primary Air Force organizations supporting these activities.

Budgeted manpower increases in FY 1978 are primarily attributable to increased support for the National Security Agency. FY 1979 decreases result from phased reductions to intelligence activities through equipment modernization and activity consolidations as well as the transfer of the active reconnaissance drone program to the USAFR Tactical Air Forces. These reductions are partially offset by the added requirements for the implementation of mobile cryptologic activities.

b. Centrally Managed Communications.

Air Force Centrally Managed Communications Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	15.6	14.8	14.7
Reserve Components			
ANGUS	10.4	10.8	11.0
Civilian	4.1	4.0	4.0

This category includes manpower supporting long-haul defense communication systems, Air Force communications systems, satellite communications systems, and the Air Force Communications Service engineering and installation activities.

FY 1978 reductions in active force military are a result of enhanced productivity associated with technological advancements such as the expanded use of optical character readers and the implementation of automated telecommunications programs, consolidations of various communications activities, and the inactivation of communications sites in Spain. These reductions are partially offset by increases in manpower supporting Defense and Air Force satellite communication systems.

FY 1979 reductions are primarily attributable to continued automation of equipment and reductions in long-haul communications systems. These decreases are partially offset by additional phased increases in communication satellite programs.

Increased ANGUS manpower reflects the Air National Guard's efforts to enhance the readiness of its communications units by increasing manpower to required levels.

c. Research and Development

Air Force Research and Development Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	14.7	15.0	14.0
Civilian	17.4	17.5	17.1

This category includes manpower, primarily in the Air Force Systems Command, which carries out basic and applied research and design, development, test, and evaluation of Air Force systems and subsystems. Manpower in this category also supports various Department of Defense research and development activities and agencies.

The apparent FY 1978 active military increase results from temporary personnel shortages in FY 1977. FY 1979 manpower reductions are primarily attributable to various programmed inservice-to-contract conversions and efficiencies resulting from the consolidation of real property maintenance activities in the San Antonio, Texas area.

d. Geophysical Activities

Air Force Geophysical Activities Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	8.3	8.0	7.8
Reserve Components			
ANGUS	0.5	0.5	0.5
USAFR	0.5	0.5	0.5
Civilian	1.0	1.1	1.1

The manpower in this category supports active Air Force and Air Reserve Forces weather service activities, meterological and navigational satellite/space programs, and Defense mapping, charting, and geodesy activities.

There are slight FY 1978 military manpower decreases attributed to management initiatives for better personnel utilization, such as combining weather observer and forecasting specialties into a single career ladder. Much of the apparent decrease in active military manpower, however, results from a temporary strength overage at the end of FY 1977. The FY 1979 decrease reflects the programmed inservice to contract conversion of satellite tracking facilities.

4. Support Activities. Support Activities are subdivided into Base Operating Support, Medical Support, Personnel Support, Individual Training, Force Support Training, Central Logistics, Centralized Support Activities, Management Headquarters, and Federal Agency Support.

a. Base Operating Support. Base Operating Support has two subcategories: Combat Installations and Support Installations.

(1) Base Operating Support - Combat Installations.

Air Force Base Operating Support Manpower - Combat Installations
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	117.8	114.5	114.6
Reserve Components			
ANGUS	0.3	0.4	0.4
USAFR	3.6	3.6	3.7
Civilian	54.9	53.6	52.0

This category contains manpower resources essential for the direct support and overall readiness of our combat forces, in such vital functions as control tower operations, aircraft dispatch, airfield and combat facilities maintenance and battle damage repair, fire protection and crash rescue, security, base communications, food service, transportation, and supply. Differences among the Services in accounting for combat support manpower are discussed in Chapter VII.

FY 1978 decreases in active military and civilian manpower reflect continuing Air Force initiatives to improve the efficiency of support operations. Significant manpower savings are associated with base realignment actions, consolidation of airlift activities, and development and application of manpower standards for base military personnel offices and food service operations. Base support reductions also result from economies in safety manpower, the continued replacement of Precision Approach Radars with Instrument Landing Systems, the transfer of base level education activities to the Personnel Support DPPC, and the Congressionally-directed reduction in bands. The realignment of Kirtland AFB from Base Operating Support - Support Installations, overseas postal operations from Centralized Support Activities, ANGUS installation support from the Tactical Air Forces and Mobility Forces DPPCs partially offset the overall reduction.

The slight increase in FY 1979 military, primarily for maintenance and support of chemical warfare defensive equipment, is partially offset by support reductions associated primarily with the phased implementation of the Joint Surveillance System and realignment of T-39 aircraft to Mobility Forces.

Decreases in FY 1979 Civilian Manpower are associated with planned inservice-to-contract conversions, deletion from end strength accountability of indirect hire authorizations in Berlin funded directly by the Federal Republic of Germany, and the phase out of Ellington AFB caretaker support.

(2) Base Operating Support - Support Installations

Air Force Base Operating - Support Installations.
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	19.4	16.7	16.5
Civilian	35.4	34.2	33.2

This category contains manpower resources for the operation and maintenance for auxiliary, logistics, and training installations and other base operating support activities such as laundries and commissaries.

The FY 1978 decreases in active military and civilian manpower reflect the realignment of Kirtland AFB to Base Operating Support - Combat Installations, base realignment actions,training reductions, consolidation of real property maintenance activities in the San Antonio, Texas area, economies in safety manpower, and the Congressionally-directed reductions in bands.

The FY 1979 active military and civilian decreases result primarily from planned military-to-civilian and inservice-to-contract conversions, and training reductions. These decreases are partially offset by increases to support and maintain chemical warfare defensive equipment and realignment of manpower from the Army for the consolidation of San Antonio, Texas area real property maintenance activites.

b. Medical Support.

Air Force Medical Support Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	32.6	32.4	32.5
Reserve Components			
USAFR	1.5	1.7	1.7
Civilian	7.3	7.6	7.6

Included in this category is manpower required to provide medical and dental care to eligible individuals in Air Force medical facilities, including medical centers, hospitals, clinics, dispensaries, infirmaries, and laboratories.

The active military decrease in FY 1978 is partially attributable to the development and application of manpower standards. Additionally, various meat inspection activities were transferred to the United States Department of Agriculture. FY 1978 reductions were partially offset by increases associated with the Occupational Safety and Health Act (OSHA). The apparent increases in USAFR and civilian manpower are due to temporary assigned strength shortfalls at the end of FY 1977.

c. Personnel Support.

Air Force Personnel Support Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	5.1	5.5	5.5
Civilian	0.9	1.3	1.3

The Air Force operates almost 1000 recruiting offices and contributes manpower to 66 Armed Forces Entrance and Examination Stations (AFEES). Air Force manpower requirements in support of investigative activities, personnel processing, and the Air Force Aerial Demonstration Team are also included in this category.

The increases in both active military and civilian manpower in FY 1978 are primarily attributable to the transfer of base education staff personnel and the Air Force Band and Choral Group from other DPPCs into Personnel Support. The increases associated with these transfers are partially offset by reductions in the Air Force's correctional rehabilitation squadron and a reduction in the human relations education program. Although Personnel Support manpower remains relatively stable overall, in FY 1979 there is a slight increase in recruiters. This requirement is discussed in the section on Accession Programs.

d. Individual Training.

Air Force Individual Training Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	19.6	19.1	19.8
Civilian	5.9	5.7	5.3

Manpower required to conduct training--for example, the instructors and training staff at the Air Force Academy, Air Training Command, and Air University--are displayed in this category. Individuals actually undergoing training are carried in the Trainees, Students and Cadets accounts of the Individuals category.

Decreases in both active military and civilians in FY 1978 are primarily attributable to manpower savings resulting from management initiatives to streamline training organizations, reduce course lengths, and eliminate nonessential training.

The increases in active military in FY 1979 are primarily attributable to increased flying training. Reductions in recruit and specialized skill training and decreases in accession rates have, however, partially offset the military increases and are the primary reason for the overall civilian reduction.

Detailed justification of training requirements is presented in the FY 1979 Military Manpower Training Report.

e. Force Support Training.

Air Force Force Support Training Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	20.1	22.0	22.5
Reserve Components			
ANGUS	1.7	1.7	-
Civilian	2.4	2.6	1.9

Manpower in this category includes Air Force Strategic, Tactical, and Mobility mission support training. Tactical Fighter Aggressor Squadrons and manpower supporting chemical defensive training are also included.

FY 1978 increases in active military manpower are due to the establishment of an additional squadron of F-5E Aggressor training aircraft, increased tactical training aircraft and range equipment, implementation of the Ready Team program (discussed in the section on Tactical Air Forces manpower), and establishment of the F-106 gun training program. These increases are partially offset by economies in aircraft maintenance at tactical ranges in Europe and improved efficiency of security operations. The military-to-civilian conversion of tactical training support activities contributes to this offset and is the primary reason for the FY 1978 civilian increase. Increases in FY 1979 active military manpower result from additional Aggressor training aircraft, an increase in chemical warfare defensive training capability, and increases in tactical range equipment.

The decrease in ANGUS and civilian manpower in FY 1979 reflects the realignment of tactical training aircraft to the Tactical Air Forces DPPC as tactical fighter units with peacetime training missions.

f. Central Logistics.

Air Force Central Logistics Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	4.4	4.5	4.5
Reserve Components			
USAFR	0.4	0.4	0.4
Civilian	68.8	67.6	66.3

Air Force manpower for this category is required for centrally managed supply, procurement, maintenance, and logistics support activities, primarily of the Air Force Logistics Command.

The civilian manpower reductions in FY 1978 result from flying hour and aircraft inventory changes, and from manpower efficiencies associated with the Depot Plant Modernization Program. Slight temporary assigned strength overages in FY 1977 contribute to the apparent magnitude of the FY 1978 reductions. The FY 1979 civilian decrease is primarily attributable to proposed inservice-to-contract conversions at various activities throughout the Air Force Logistics Command.

g. Centralized Support Activities.

Air Force Centralized Support Activities Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	15.7	15.4	15.4
Reserve Components			
ANGUS	1.8	1.4	1.4
USAFR	6.5	6.8	7.3
Civilian	10.4	11.0	11.1

The manpower in this cateogry is for centralized support to multiple missions and functions which do not fit other DPPCs, and includes Air Force support to OSD, JCS, unified commands, and international military organizations. Manpower supporting foreign military sales, counterintelligence activities, readiness support, personnel administration, finance centers, public affairs, and various Air Reserve Force activities is also included. The manpower in this category is assigned to such Air Force organizations as the Air Force Accounting and Finance Center, Air Force Audit Agency, Air Force Data Automation Agency, Air Force Engineering and Service Agency, Air Force Office of Special Investigations, Air Force Inspection and Safety Center, Air Force Management Engineering Agency, Air Force Military Personnel Center, Air Reserve Personnel Center, and Air National Guard state headquarters.

The FY 1978 reductions in active military manpower are primarily attributable to the transfer of overseas postal activities to Base Operating Support and the Air Force Band and Choral Group to Personnel Support. Military-to-civilian conversions in the Air Force Audit Agency (resulting from Congressional direction) and in FMS tactical training program also contribute to the overall decrease. Increased Foreign Military Sales (FMS) case workloads partially offset the active military decrease and are the primary reason, along with the aforementioned military-to-civilian conversions, for increased FY 1978 civilian manpower.

Increased FY 1979 civilian manpower levels result from continued Air Force Audit Agency military-to-civilian conversions and additional FMS workloads. These increases are partially offset by programmed inservice-to-contract conversions for various audio visual activities.

The FY 1978 decreases in ANGUS manpower result from the Air National Guard's efforts to reduce their state headquarters. The FY 1978 and FY 1979 changes in the USAFR manpower reflect mobilization augmentee increases.

h. Management Headquarters.

Air Force Manpower in DoD Management Headquarters
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	18.9	18.5	18.5
Reserve Components			
USAFR	1.0	1.1	1.1
Civilian	9.1	9.2	9.2

The manpower in this category supports Air Force Management Headquarters including the Air Force Secretariat, the Air Staff (including the National Guard Bureau), Major Command Headquarters and their Numbered Air Force Headquarters, Air Force Reserve Headquarters, and Air Force Communications Service Area Headquarters. Air Force manpower supporting international military headquarters and unified command headquarters is also included in this category.

The change in FY 1978 active manpower is attributable to a Congressionally-directed HQ ADCOM officer reduction and the Air Force's continuing efforts to streamline management headquarters activities. The apparent civilian increase results from temporary civilian shortages at the end of FY 1977.

i. Federal Agency Support.

Air Force Federal Agency Support Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active	0.2	0.3	0.3
Civilian	*	*	*

*Fewer than 50.

This category includes manpower supporting other federal agencies on either a reimbursable or nonreimbursable basis. The manpower in this category remains relatively stable, with the exception of slightly increased support to the National Aeronautics and Space Administration in FY 1978.

5. Individuals. The Individuals accounts contain manpower required for transients; patients, prisoners, and holdees; trainees and students; and cadets.

Air Force Individuals Manpower
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military			
Active			
Transients	18.4	18.7	16.7
Patients, Prisoners, and Holdees	0.6	0.7	0.7
Trainees and Students	34.8	36.2	35.3
Cadets	4.6	4.4	4.4
Total*	58.3	60.0	57.1
Reserve Components			
Trainees and Students			
ANGUS	1.5	1.6	2.6
USAFR	1.1	2.0	2.0

*Detail may not add to totals due to rounding.

The apparent increases in FY 1978 in active and Reserve Component trainees and students are attributable to temporary personnel shortages that occurred at the end of FY 1977 and increased accessions in FY 1978.

The FY 1979 decrease in the transient account reflects reduction in the PCS move program. The FY 1979 decrease in active trainees and students results from reduced accessions. The ANGUS trainee and student increase is a result of a programmed FY 1979 accession increase.

D. FY 1980 Air Force Manpower Requirements.

The FY 1980 Air Force manpower program of 566,100 active military and 247,745 civilian spaces reflects continued emphasis on combat and readiness enhancements.

The Air Force will continue to modernize and flesh out its 26 active tactical fighter wings with F-15s and A-10s. Combat F-16s will also enter the inventory in FY 1980. Additional AWACs aircraft and Tactical Air Control System enhancements are programmed to improve command and control capability. Additionally, undergraduate pilot training rates will increase, and additional resources are programmed to maintain unit readiness during conversion to new weapon systems (Ready Team). Manpower required to support these programs is generated primarily through such initiatives as the phased implementation of the Joint Surveillance System (JSS) and continued reductions in support areas.

FY 1980 Air National Guard strength of 94,600, and Air Force Reserve strength of 54,600 reflect continued efforts to modernize the Air Reserve Force components with newer weapon systems.

AIR FORCE MANPOWER REQUIREMENTS
(End Strengths in Thousands)

	Active Military		Civilian	
	FY 79	FY 80	FY 79	FY 80
Strategic	79.1	76.2	9.1	8.7
Offensive Strategic Forces	57.1	57.3	3.9	4.0
Defensive Strategic Forces	11.1	8.1	4.1	3.7
Strategic Control and Surveillance	10.8	10.8	1.0	1.0
Tactical/Mobility	125.1	127.8	27.9	27.9
Land Forces	-	-	-	-
Tactical Air Forces	88.1	90.9	14.5	14.7
Naval Forces	-	-	-	-
Mobility Forces	37.0	36.9	13.4	13.1
Auxiliary Activities	54.2	54.2	24.4	24.3
Intelligence	17.8	17.7	2.2	2.2
Centrally Managed Communications	14.7	14.7	4.0	3.9
Research and Development	14.0	14.0	17.1	17.1
Geophysical Activities	7.8	7.8	1.1	1.1
Support Activities	250.1	249.5	187.9	186.9
Base Operating Support	131.2	129.0	85.3	84.7
Medical Support	32.5	32.3	7.6	7.6
Personnel Support	5.5	5.5	1.3	1.3
Individual Training	19.8	21.1	5.3	5.6
Force Support Training	22.5	23.0	1.9	1.9
Central Logistics	4.5	4.5	66.3	65.5
Centralized Support Activities	15.4	15.3.	11.1	11.2
Management Headquarters	18.5	18.5	9.2	9.2
Federal Agency Support	0.3	0.3	*	*
Subtotal-Force Structure Allowance	508.5	507.7	249.2	247.7
Individuals	57.1	58.4	0.0	0.0
Transients	16.7	17.0	-	-
Patients, Prisoners, and Holdees	0.7	0.7	-	-
Student, Trainees	35.3	36.2	-	-
Cadets	4.4	4.4	-	-
Total	565.6	566.1	249.2	247.7

Note: Detail may not add to totals due to rounding
* Less than 50 spaces

AIR RESERVE FORCES MANPOWER REQUIREMENTS
(Selected Reserve End Strength in Thousands)

	Air National Guard		Air Force Reserve	
	FY 79	FY 80	FY 79	FY 80
Strategic	20.7	20.9	1.9	1.9
Offensive Strategic Forces	11.2	11.2	1.9	1.9
Defensive Strategic Forces	8.8	8.9	-	-
Strategic Control and Surveillance	0.7	0.7	-	-
Tactical/Mobility	56.3	57.8	35.5	35.7
Land Forces	-	-	-	-
Tactical Air Forces	41.0	41.9	6.2	6.5
Naval Forces	-	-	-	-
Mobility Forces	15.3	15.8	29.2	29.2
Auxiliary Activities	11.5	11.6	0.5	0.5
Intelligence	-	-	-	-
Centrally Managed Communications	11.0	11.1	-	-
Research and Development	-	-	-	-
Geophysical Activities	0.5	0.5	0.5	0.5
Support Activities	1.8	1.9	14.1	14.5
Base Operating Support	0.4	0.4	3.7	3.7
Medical Support	-	-	1.7	1.7
Personnel Support	-	-	-	-
Individual Training	-	-	-	-
Force Support Training	-	-	-	-
Central Logistics	-	-	0.4	0.4
Centralized Support Activities	1.4	1.5	7.3	7.7
Management Headquarters	-	-	1.1	1.1
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	90.3	92.2	52.0	52.6
Individuals	2.6	2.5	2.0	2.0
Transients	-	-	-	-
Patients, Prisoners, and Holdees	-	-	-	-
Student, Trainees	2.6	2.5	2.0	2.0
Cadets	-	-	-	-
Total	92.9	94.6	54.0	54.6

Note: Detail may not add to totals due to rounding

XIII DEFENSE AGENCY
MANPOWER

CHAPTER XIII

DEFENSE AGENCY MANPOWER REQUIREMENTS

A. Introduction

This chapter contains the manpower requirements of the:

Office of the Secretary of Defense (OSD)
- Staff
- Operating Activities 1/
- Washington Headquarters Service (WHS) 2/

Organization of the Joint Chiefs of Staff (OJCS)
Department of Defense Dependents Schools (DoDDS)
Defense Advanced Research Projects Agency (DARPA)
Defense Communications Agency (DCA)
Defense Contract Audit Agency (DCAA)
Defense Civil Preparedness Agency (DCPA)
Defense Intelligence Agency (DIA)
Defense Investigative Service (DIS)
Defense Logistics Agency (DLA)
Defense Mapping Agency (DMA)
Defense Nuclear Agency (DNA)
Uniformed Services University of the Health Sciences (USUHS)

These organizations, collectively called the Defense Agencies for the purposes of this report, perform specialized functions supporting the entire Department of Defense. The National Security Agency is excluded from this report for security reasons.

B. Manpower Requirements

The manpower requirements of the combined Defense Agencies are shown in the following table. All military strengths displayed in the table and throughout this chapter are included in Service strengths in the preceding chapters. In all tables in this chapter, detail may not add to totals due to rounding.

1/ Includes personnel assigned to the Armed Forces Information Service, the US Court of Military Appeals, the Defense Security Assistance Agency, the Civilian Health and Medical Program of the Uniformed Services, the Defense Audit Service, and the Tri-Service Medical Information System Project Office.

2/ Provides administrative support for OSD staff and operating activities.

Defense Agency Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	7.3	7.4	7.4
Civilian, Direct Hire and Indirect Hire	77.9	79.0	79.0
Total	85.3	86.3	86.4

The FY 1977 data shown throughout this chapter are actual strengths as contrasted to manpower space authorizations in FY 1978 and FY 1979. Actual civilian strengths are typically below authorizations because vacated positions cannot always be immediately refilled. This accounts for all apparent FY 1977 to FY 1978 civilian increases in this chapter unless otherwise indicated.

The mission and associated manpower requirement of each agency are discussed in the following paragraphs. At the end of this chapter, the combined Defense Agency manpower requirement is displayed by DPPC.

1. Office of the Secretary of Defense (OSD).

a. Staff. OSD staff provides the Secretary of Defense with the analytical capability and specialized expertise necessary for him to fulfill his management responsibilities over the vast and complex operations of the Defense Department.

OSD manpower requirements are shown in the following table.

OSD Staff Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	.5	.4	.4
Civilian	1.5	1.2	1.2
Total	2.0	1.6	1.6

Prior to the end of FY 1977, OSD manpower authorizations were reduced by 200 as the result of streamlining and strengthening the top DoD management structure. The decreased requirement in FY 1978 reflects the transfer of 300 personnel performing administrative support functions to the newly established Washington Headquarters Service.

b. Operating Activities of OSD. "Operating Activities" comprises six separate organizations which do not directly support the Secretary of Defense but which, because of their relatively small size and for the sake of efficiency, draw upon the same administrative resources as OSD rather than set up duplicative operations of their own.

These six small specialized organizations are described below.

(1) The Armed Forces Information Service (AFIS) is responsible for the DoD Armed Forces Information Program including the dissemination of all internal information and the management of materials and resources used in support of such programs.

(2) The US Court of Military Appeals serves as the supreme court of the United States system of military justice. It has jurisdiction over every court-martial case involving death, flag or general officers, dismissals, discharges, confinement for one year or more, and certain military justice cases of lesser penalties.

(3) The Defense Security Assistance Agency (DSAA) is responsible for management of the DoD Military Assistance and Foreign Military Sales Programs.

(4) The Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) manages the payment for medical care in non-military facilities for retired members and for dependents or survivors of active or retired members.

(5) The Defense Audit Service (DAS) plans and conducts audits of OSD, the Unified and Specified Commands, the Defense Agencies, the Security Assistance Program, and other DoD-wide programs.

(6) The Tri-Service Medical Management Information System (TRIMIS) Program Office centrally manages the development and application of standardized automated systems to improve the effectiveness and economy of health care in the military services.

The combined manpower requirement of the operating activities of OSD is shown in the following chart.

Manpower Requirements
Operating Activities of OSD
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	0.1	0.1	0.1
Civilian	0.8	0.8	0.8
Total	0.9	0.9	0.9

c. Washington Headquarters Services (WHS).

The newly established Washington Headquarters Services (WHS) provides administrative support to the OSD staff and the six operating activities. The manpower in WHS was previously accounted for as part of the OSD staff. WHS manpower requirements are shown below:

Manpower Requirements
Washington Headquarters Services
(End Strength in Thousands)

	FY 77*	FY 78	FY 79
Military	(0.1)	0.1	0.1
Civilian	(0.2)	0.3	0.3
Total	(0.3)	0.4	0.4

* Included in OSD staff strengths at end FY 77.

2. Organization of the Joint Chiefs of Staff (OJCS).

OJCS provides military expertise and technical and administrative support to the Chairman and the Joint Chiefs of Staff in discharging their statutory responsibilities as the principal military advisors to the President and the Secretary of Defense. OJCS manpower requirements are as follows:

OJCS Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	1.0	1.0	1.0
Civilian	0.3	0.3	0.3
Total	1.3	1.3	1.3

3. Department of Defense Dependents Schools (DoDDS).

DoDDS administers and operates the primary and secondary schools for the dependents of Defense personnel assigned overseas.

DoDDS Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Civilian Only	9.5	9.5	9.5

4. Defense Advanced Research Projects Agency (DARPA).

DARPA directs and manages advanced research projects which are assigned to the Military Departments, other government agencies, or commercial or educational research institutions.

The following table shows DARPA's manpower requirements.

DARPA Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	*	*	*
Civilian	0.1	0.1	0.1
Total	0.1	0.1	0.1

*Fewer than 50 spaces.

5. Defense Communications Agency (DCA).

DCA is responsible for:

- System engineering and management of the Defense Communications System (DCS).
- System architect functions for current and future Military Satellite Communications (MILSATCOM) Systems.
- System engineering and technical support to the National Military Command System (NMCS) and the Minimum Essential Communications Network (MECN).
- Engineering and technical support to the Worldwide Military Command and Control System (WWMCCS).
- Procuring leased communications circuits, services, facilities, and equipment for DoD and other government agencies.

DCA's manpower requirements are shown on the following table.

DCA Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	1.4	1.4	1.4
Civilian	1.6	1.6	1.6
Total	3.0	3.1	3.1

6. Defense Contract Audit Agency (DCAA).

DCAA provides the procurement and contract administration activities of the Department with financial information and advice on proposed or existing contracts and contractors. DCAA's services are used in connection with negotiation, administration and settlement of contract payments and prices. DCAA also provides audit services to 27 other Federal departments and agencies. Prime among these is the National Aeronautics and Space Administration.

DCAA manpower requirements are as follows:

DCAA Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Civilian	3.3	3.5	3.6

The increasing contract audit manpower requirement reflects increased procurement and related workload.

7. Defense Civil Preparedness Agency (DCPA).

DCPA's mission is to provide an effective National Civil Defense Program in accordance with the Federal Civil Defense Act of 1950, as amended. At the state and local level, DCPA will continue to support the preparedness base upon which we would build in time of crisis. Under the authority of the Federal Civil Defense Act of 1950, civil defense assistance must continue to focus primary attention on preparing for an enemy attack upon the United States. However, Federal assistance to state and local governments for emergency preparedness may include activities relating to peacetime disaster when such assistance benefits both attack and peacetime preparedness activities.

DCPA manpower requirements are as follows:

DCPA Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	*	*	*
Civilian	0.6	0.6	0.6
Total	0.6	0.6	0.6

*Fewer than 50 spaces.

8. Defense Intelligence Agency (DIA).

The primary mission of DIA is to produce finished, all-source foreign military intelligence products and estimates; determine information gaps and validate intelligence collection requirements; provide plans,

programs, policies, and procedures for DoD intelligence collection activities; produce or manage the production of DoD scientific and technical intelligence; provide DoD current and indications and warning intelligence; serve as the J-2 of JCS; and operate the Defense attache system.

The DIA supports the intelligence requirements of the Secretary of Defense, Joint Chiefs of Staff, Unified and Specified Commands, Military Departments, the National Security Council, various other departments of the Executive Branch, and Congressional Committees.

The table below shows DIA manpower requirements:

DIA Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	1.7	1.8	1.8
Civilian	2.5	2.5	2.6
Total	4.2	4.3	4.4

The increase in civilian manpower in FY 1979 is for required enhancement of analytical capabilities in basic, scientific, and technical intelligence production.

9. Defense Investigative Service (DIS).

DIS performs personnel security investigations for the DoD components to determine the suitability of an individual for employment in a position of trust within the Department or a facility performing under classified contracts. DIS also performs criminal investigations and crime prevention surveys for the Defense Logistics Agency, and conducts special investigations as directed by the Secretary of Defense.

The following table shows the manpower requirements of the DIS.

DIS Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	0.4	0.3	0.2
Civilian	1.4	1.5	1.6
Total	1.8	1.8	1.8

In reviewing the President's FY 1976 Budget, the Congress directed that civilians replace most of the military manpower in the Agency. The table above reflects the directed civilian substitution program that will be completed by end-FY 1979.

10. Defense Logistics Agency (DLA).

DLA provides common supplies and services to the Military Departments and other Defense components. Supply management responsibilities include clothing, subsistence and medical goods, industrial and construction material, and petroleum products. Common services rendered by DLA include contract administration and surplus property disposal.

DLA is the largest of the Defense Agencies, accomplishing its varied mission through 88 field activities located in the United States and overseas. The manpower required for DLA's extensive operations is displayed in the following table.

DLA Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	1.0	1.1	1.1
Civilian	48.0	48.5	48.1
Total	49.0	49.5	49.2

DLA strength was about 500 below authorization at end-FY 1977. The slight reduction between FY 1978 and FY 1979 will be achieved through improved productivity.

11. Defense Mapping Agency (DMA).

DMA produces and distributes aeronautical, hydrographic, and topographic products for all DoD components and manages and coordinates all DoD mapping, charting, and geodesy activities. The Agency also executes DoD mapping responsibilities under international and interagency agreements. DMA has statutory responsibility for providing nautical charts and marine navigation data for all vessels of the United States.

DMA manpower requirements are depicted below.

DMA Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	0.5	0.4	0.4
Civilian	7.5	7.7	7.7
Total	7.9	8.1	8.1

The increase in FY 1978 is necessary to support cartographic requirements of the cruise missile.

12. Defense Nuclear Agency (DNA).

DNA is the consolidated manager of the DoD nuclear weapons stockpile. The Agency also manages the nuclear weapon effects test and development programs. DNA manpower requirements are shown in the following table.

DNA Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	0.5	0.5	0.5
Civilian	0.6	0.6	0.6
Total	1.1	1.1	1.1

13. Uniformed Services University of the Health Sciences (USUHS).

USUHS was created by PL92-426 to provide high quality education in health sciences to selected individuals who demonstrate dedication to a career in the health professions of the uniformed services. The University is authorized to grant appropriate advanced academic degrees.

The total manpower requirements, including staff, faculty, and students, of the growing University are as follows:

USUHS Manpower Requirements
(End Strength in Thousands)

	FY 77	FY 78	FY 79
Military	0.1	0.3	0.4
Civilian	0.2	0.4	0.5
Total	0.3	0.7	0.9

C. FY 1980 Defense Agency Manpower Requirements.

Aside from continued growth of USUHS, Defense Agency manpower requirements do not change significantly in FY 1980.

D. Manpower Requirements By DPPC.

The following tables show the military and civilian requirements of the combined Defense Agencies, arrayed by DPPC.

DEFENSE AGENCIES MILITARY 1/ MANPOWER REQUIREMENTS
(End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79	FY 80
		FY 79 Budget		Auth.
Strategic	0.6	0.7	0.7	0.7
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	0.6	0.7	0.7	0.7
Tactical/Mobility	-	-	-	-
Land Forces				
Tactical Air Forces				
Naval Forces				
Mobility Forces				
Auxiliary Activities	3.2	3.2	3.2	3.2
Intelligence	1.7	1.7	1.7	1.7
Centrally Managed Communications	0.9	0.9	0.9	0.9
Research and Development	0.2	0.2	0.2	0.2
Geophysical Activities	0.4	0.4	0.4	0.4
Support Activities	3.5	3.5	3.5	3.7
Base Operating Support	0.1	0.1	0.1	0.1
Medical Support	*	*	*	*
Personnel Support	0.1	0.1	0.1	0.1
Individual Training	0.1	0.3	0.4	0.5
Force Support Training	-	-	-	-
Central Logistics	1.0	1.0	1.0	1.0
Centralized Support Activities	0.4	0.4	0.3	0.3
Management Headquarters	1.8	1.7	1.7	1.7
Federal Agency Support	-	-	-	-
Subtotal-Force Structure Allowance	7.3	7.4	7.4	7.5
Individuals	-	-	-	-
Transients				
Patients, Prisoners, and Holdees				
Students, Trainees				
Cadets				
Total	7.3	7.4	7.4	7.5

Note: Detail may not add to totals due to rounding.

1/ Military strengths in Agencies are also included in Service tables. NSA manpower is excluded due to security reasons.

*Fewer than 50.

DEFENSE AGENCIES CIVILIAN 1/ MANPOWER REQUIREMENTS
(Direct and Indirect Hire End Strength in Thousands)

	FY 77 Actual	FY 78	FY 79 FY 79 Budget	FY 80 Auth.
Strategic	0.5	0.5	0.5	0.5
Offensive Strategic Forces	-	-	-	-
Defensive Strategic Forces	-	-	-	-
Strategic Control and Surveillance	0.5	0.5	0.5	0.5
Tactical/Mobility	-	-	-	-
Land Forces				
Tactical Air Forces				
Naval Forces				
Mobility Forces				
Auxiliary Activities	10.5	10.8	10.8	10.8
Intelligence	2.4	2.4	2.4	2.4
Centrally Managed Communications	0.7	0.7	0.7	0.7
Research and Development	0.2	0.2	0.2	0.2
Geophysical Activities	7.3	7.5	7.5	7.5
Support Activities	66.8	67.6	67.6	67.8
Base Operating Support	6.1	6.0	6.0	6.0
Medical Support	*	*	*	*
Personnel Support	9.7	9.7	9.6	9.6
Individual Training	0.2	0.4	0.5	0.7
Force Support Training	-	-	-	-
Central Logistics	40.8	41.3	41.0	41.0
Centralized Support Activities	5.4	5.6	5.9	5.9
Management Headquarters	4.6	4.6	4.6	4.6
Federal Agency Support	-	-	-	-
Total	77.9	79.0	79.0	79.2

Note: Detail may not add to totals due to rounding.

1/ NSA manpower is excluded due to security reasons.

*Fewer than 50.

PART C. SPECIAL ANALYSES

PART C - Special Analyses

Part C contains special analyses of four subjects related to the Defense manpower program.

Chapter XIV - Cost of Manpower

Chapter XV - Women in the Military

Chapter XVI - Reservists on Active Duty for Training and Administration

Chapter XVII - Manpower Data Structure

Chapter XIV

COST OF MANPOWER

A. Introduction

The cost of Defense manpower continues to decline in real terms (i.e., in FY 1979 prices), and as a proportion of the DoD budget. DoD outlays for manpower will be about $64 billion in FY 1979. This is 56% of DoD outlays, down from 57% in FY 1978. In FY 1979 prices this is a real decrease of $2.1 billion from FY 1974, and a decrease of 24% since the FY 1969 peak.

This Chapter is divided into two major sections. The first deals with the broad manpower cost picture, explaining trends and initiatives. This section is intended for the reader who desires to understand where Defense manpower costs fit in the larger context. The second section presents a detailed discussion of Defense manpower costs for the reader who desires a thorough understanding of the relationship between the federal budgeting structure and the cost of manpower. This chapter is organized as follows:

- o Perspective on Defense Manpower Costs
  - Constant and Current Dollar Defense Spending
  - Pay Comparability
  - Manpower Proportion of Defense Resources
  - Manpower Cost Initiatives
- o Description of Defense Manpower Costs
  - Defense Manpower Program
  - Cost of Manpower
  - Detailed FY 1979 Manpower Costs
  - Historical Trends in Detailed Manpower Costs
  - Current GS and Military Pay Rates

B. Perspective on Defense Manpower Costs

The trend in DoD spending for manpower has been on a general increase for many years. However, DoD manpower spending should not be viewed in isolation. This section provides a perspective on the impact of

inflation on effective defense manpower spending, a description of the impact of private sector pay trends on defense employee pay trends, and a comparison of defense and private sector manpower spending trends. This section concludes with a discussion of the major Administration initiatives proposed for depicting the "true" manpower costs of the projected defense program and for controlling manpower costs.

1. Constant and Current Dollar Defense Spending

Current dollars are the prices actually paid for goods and services in each particular year. Constant dollars reflect the spending level in all years if the prices paid in a chosen base year had occurred. Chart 1 below shows the FY 1964-78 trends in current dollar manpower costs, both including and excluding military retiree payments.

Chart 1

DoD Manpower Cost Trends in Current Dollars
(Outlays in billions)

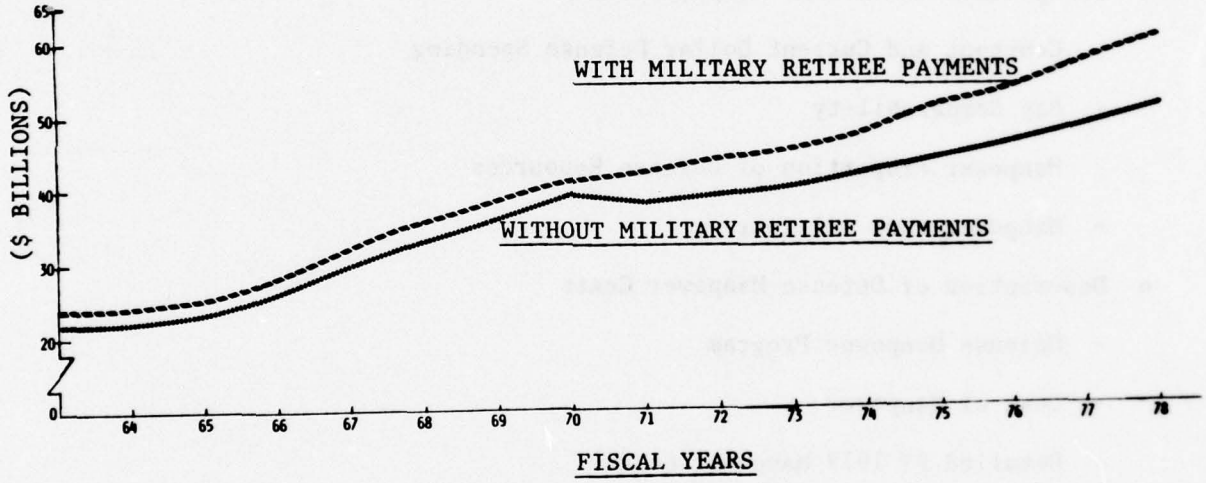
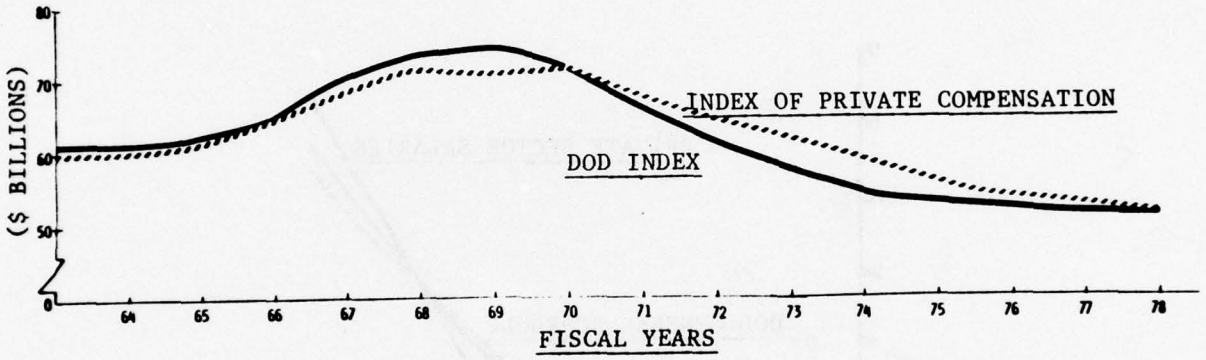


Chart 2 shows the constant dollar trend in DoD manpower spending (excluding military retiree payments) using the DoD index, and for comparison, the Index of Private Compensation published by the Department of Commerce. Military retiree payments must be excluded to make the composition of the DoD index comparable with the composition of private sector indices. The chart is in FY 1978 constant prices as that is the most recent index for private sector compensation. The DoD index is based upon wages which the Federal Government actually paid. However, as discussed in the following sub-section, the government and the private sector wage levels have changed relative to each other. Note that in spite of this relative change, over the 15-year period, there is no significant difference between the impact of using the two indices.

Chart 2

Manpower Cost Trends in FY 1978 Prices
(Outlays in billions)



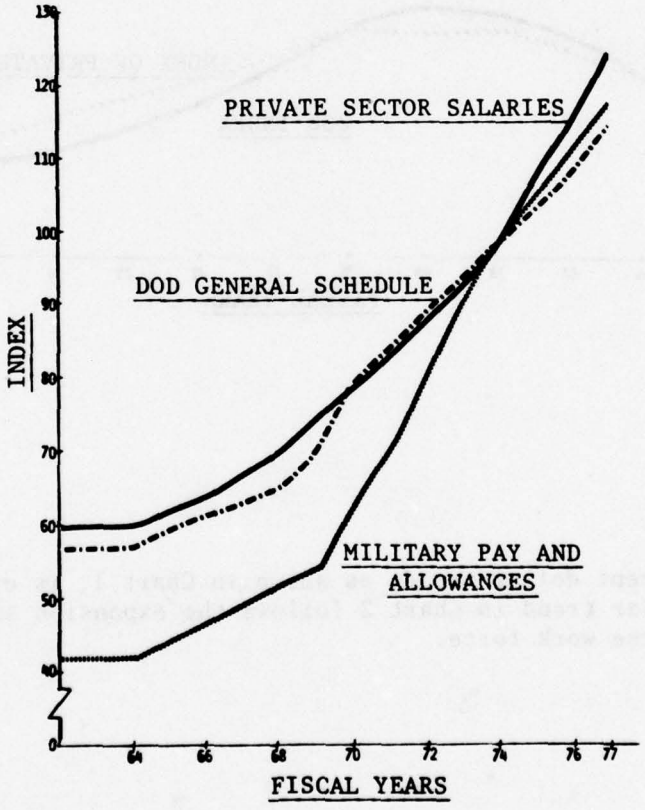
Although the current dollar trend, as shown in Chart 1, is ever upward, the constant dollar trend in Chart 2 follows the expansion and contraction of the defense work force.

2. Pay Comparability

The divergence, shown in the preceding sub-section, between the DoD manpower spending trend in current and constant dollars is caused by ever-increasing pay levels. DoD per capita manpower costs are, in large measure, driven by the necessity to be competitive with the private sector. Chart 3 graphically portrays Federal government efforts to catch up with private sector pay levels. This chart shows the index of change for GS civilian salaries, military pay and allowances, and private sector salaries with FY 1974 as the base year. FY 1974 was chosen as the base year for the compensation index because that is the only full year without statutory or administrative changes in the military or civilian pay systems which distort relative compensation levels.

Chart 3

Compensation Index
(FY 1974 = 100)



The private sector salary index was calculated using data from the National Survey of Professional, Administrative, Technical and Clerical Pay. The Pay Agent (currently the Civil Service Commission, the Office of Management and Budget, and the Department of Labor) and two other committees use the Survey to make recommendations to the President on the amount of pay raise necessary to keep the salaries of Federal General Schedule civilians comparable with those of the private sector. Military pay raises are then set equal to those of the Federal General Schedule civilians.

The civilian and private sector indices converge in FY 1970. This reflects the impact of comparability legislation, initiated in 1962 and accomplished by 1969, tying Civil Service pay levels to private sector pay levels. The Survey is used annually to determine comparable levels. The military pay and allowances index is influenced by 1967 legislation tying military pay raises to General Schedule pay raises and by 1972 legislation making junior enlisted and officer pay more equitable. The FY 1974 to 1977 trend reflects Presidential actions designed to constrain the rising per capita cost of the Federal workforce by authorizing smaller relative pay raises than occurred in the private sector.

3. Manpower Proportion of Defense Resources

In the past, there has been considerable debate over whether the proportion of the Defense budget being spent on manpower is too high, or over whether a rise in the percentage from one year to the next should signal a flurry of manpower cost economy measures. The absolute proportion, or the relative rise or fall, in DoD's manpower spending from year-to-year are imperfect measures upon which to decide whether DoD's total labor budget is too high or too low.

DoD is not unique in the proportion of its total resources devoted to manpower. For FY 1976, DoD spent 59% of its total funds on manpower.* National total employee compensation as a proportion of Gross National Product (GNP) was 61% in the same year. Similarly, the proportion of corporate business' domestic income spent on employee compensation was 85%.

The product produced by DoD (i.e., national security) is substantially different from that of corporate business or the nation as a whole. Thus, the mix of capital and labor should be different.

Labor consumes a large portion of the budgets in most industries and in all sectors of the economy. Only very capital-intensive industries, such as the chemical and petroleum industries, are immune from this phenomenon. Spending more than half the budget on manpower is neither good nor bad. It is simply a fact of life.

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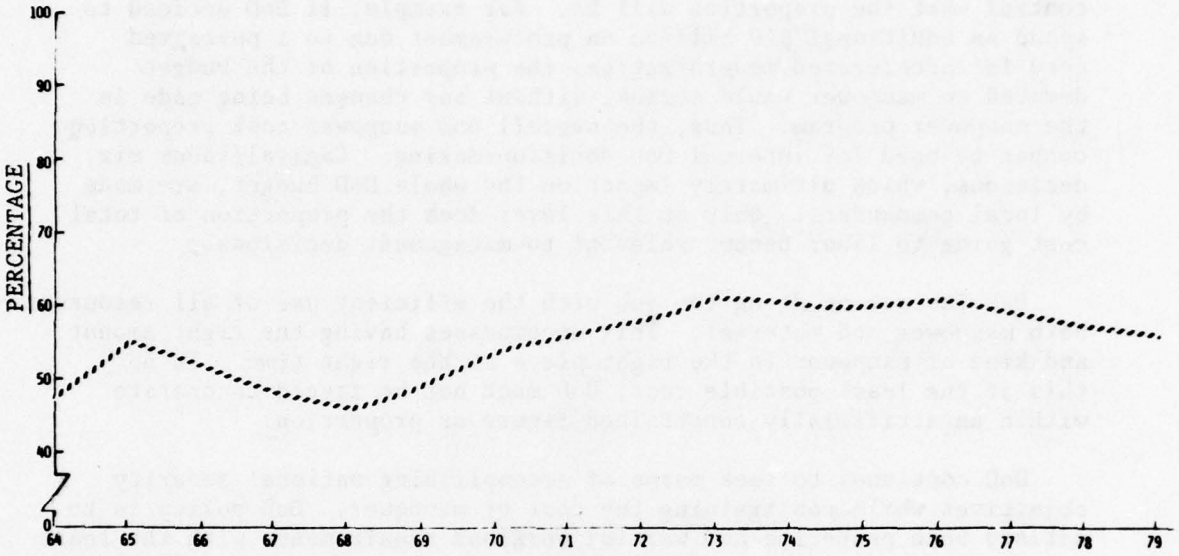
*The measure used here for DoD reflects costs if accrual retirement funding (see page XIV-9) had existed in FY 1976. This must be done since corporation pension funds and the Social Security pension fund operate on an accrual basis. Military retirement expenditures are a government transfer payment and as such are not included in GNP calculations. Similarly, disbursements from private pension funds are not included in the compensation of corporate business employees.

Chart 4 below shows the trend in DoD manpower spending for FY 1964 - FY 1979:

Chart 4
Trends in DoD Manpower Spending
(Manpower Spending as a Proportion of Total, Outlays)



Concern about the increasing proportion of the DoD budget spent on manpower may result from looking only at the end points (i.e., 47% in FY 1964, 56% in FY 1979). However, as Chart 4 shows, recent years have seen a declining of the proportion of the DoD budget spent on manpower. This has resulted from both the efforts to control manpower cost growth and the decision to increase expenditures on weapons and on war reserve stocks.

Defense expenditures are considerably more investment-intensive than the nation as a whole or corporate business. The relative proportion of defense spending devoted to manning the current force structure (and thus to manpower) vis-a-vis investment in current consumables (e.g., ammunition) and future hardware tend to vary with management perceptions of near-term and longer-term overall defense priorities. The "ups and downs" between FY 1964 and FY 1979 in Chart 4 indicate changing priorities.

In a management sense, the proportion of the DoD budget spent on manpower is a useless measure. The Secretary of Defense does not control what the proportion will be. For example, if DoD decided to spend an additional $10 billion on procurement due to a perceived need for accelerated modernization, the proportion of the budget devoted to manpower would shrink, without any changes being made in the manpower program. Thus, the overall DoD manpower cost proportion cannot be used for internal DoD decision-making. Capital/labor mix decisions, which ultimately impact on the whole DoD budget, are made by local commanders. Only at this level does the proportion of total cost going to labor become relevant to management decisions.

DoD focuses on doing the job with the efficient use of all resources - both manpower and materiel. This encompasses having the right amount and kind of manpower in the right place at the right time. To do this at the least possible cost, DoD must not be forced to operate within an artificially constrained figure or proportion.

DoD continues to seek means of accomplishing national security objectives while constraining the cost of manpower. DoD policy is to satisfy both peacetime and wartime workload requirements with the least costly mix of manpower. However, DoD must pay wages which are competitive with the private sector to attract and retain the talent necessary to provide national defense.

4. Manpower Cost Initiatives

The DoD budget proposes two initiatives in the FY 1979 legislative program. One will better depict the manpower cost of the projected program, and one will help to control manpower costs. These initiatives are discussed below.

a. Military Retirement Accrual Budgeting

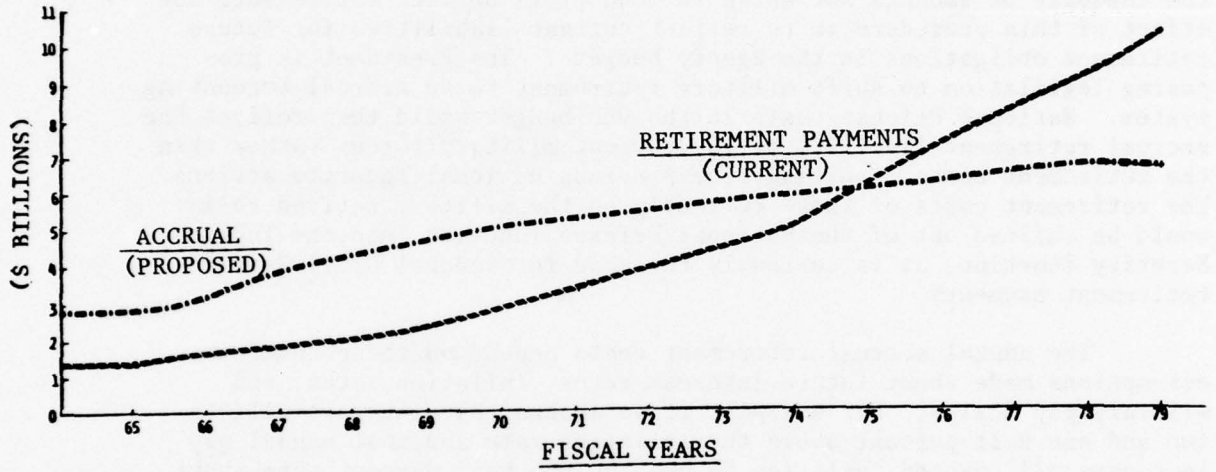
The Administration is proposing a fundamental shift in the way the Federal government budgets for military retirement. We now budget only for the current payments to military retirees and survivors. In contrast, the Civil Service Commission maintains a retirement fund. Funds are thus accrued to meet future retirement obligations i.e., money is set aside each year for civilians currently employed, it earns interest, then is paid out upon retirement. Although there is disagreement about the adequacy of amounts set aside to fund Civil Service retirement, the effect of this procedure is to reflect current liabilities for future retirement obligations in the agency budgets. The President is proposing legislation to shift military retirement to an accrual accounting system. National Defense costs in the DoD budget would then reflect the accrual retirement liability of the current military forces rather than the retirement costs resulting from previous national security actions. The retirement costs of those currently on the military retired rolls would be shifted out of the National Defense function into the Income Security function, as is currently the case for Federal Civil Service retirement payments.

The annual accrual retirement costs depend on the economic assumptions made about future interest rates, inflation rates, and military pay scales. For example, if we assume that interest will be two and one half percent above the inflation rate and that annual pay increases will exceed inflation by one and one half percent then about seven billion dollars must be set aside for retirement in FY 1979. The proposed legislation recommends that an agency outside of DoD determine the actuarial assumptions and establish the accrual rates to be used.

The DoD military retirement obligational authority under both the proposed accrual system and the current system, based on the OMB assumptions,[1/] are estimated for FY 1964-79, and are shown in Chart 5 below. The actual estimates assume the current relative level of military pay for each grade e.g., the current ratio of E-1 pay to E-9 pay is assumed to hold for all years. We know this is not true since there were proportionately much greater pay raises for junior enlisted and officer personnel in 1972. However, the effect of this on the historical accrual estimates is unknown.

Chart 5

Estimated Military Retirement Obligational Authority
($ Billions)



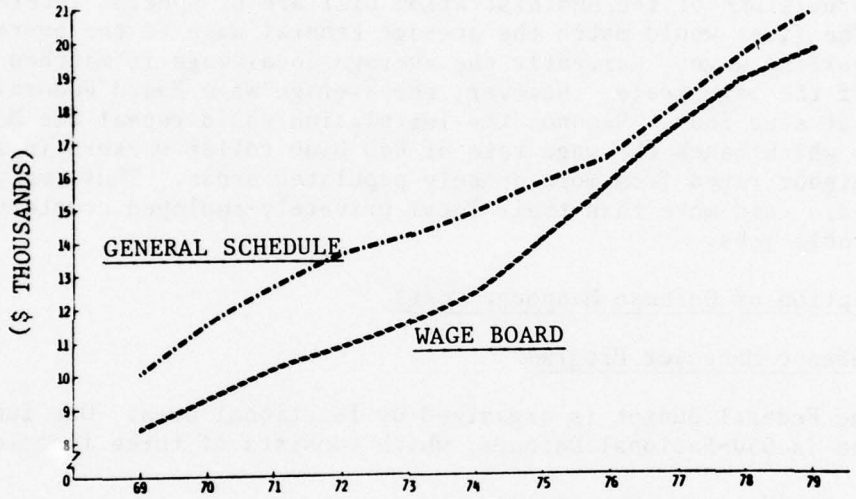
[1/] The latest OMB long range economic assumptions are: interest will be average of two and one half percent above the inflation rate and annual pay increases will exceed inflation by one and one half percent on the average.

b. Federal Wage System Reform

The Department of Defense supports legislation proposed by the Civil Service Commission to reform the federal wage system for Wage Board employees. Chart 6 below shows the trends in DoD General Schedule and Wage Board per capita costs for FY 1969-79. FY 1969 was the first year of the current wage system. The chart illustrates the fact that Wage Board per capita costs have been rising faster than General Schedule per capita costs in recent years.

Chart 6

DoD White/Blue Collar Per Capita Costs
($ Thousands)



Passage of the requested legislation will save $136 million in FY 1979 and about $513 million annually by FY 1983. DoD believes that Federal employees should be paid wages comparable with those in the non-Federal sector and this legislation strengthens that principle. Current law, however, requires in some instances, that the Government pay wages greater than those paid for comparable jobs in private industry. This increases the burden on the U.S. taxpayer and also:

- Creates inequities between government blue collar workers and other Federal and private sector employees.

- Limits the number of workers, due to limited availability of funds, that we can afford to employ in maintaining weapon systems and in performing other readiness-related functions.

- Promotes an inflationary pressure by forcing private employers to raise wage rates to match the higher Federal rates causing in turn Federal wage rates to be raised even more.

Two provisions of the Administration bill are of special interest to DoD. The first would match the average Federal wage to the average local prevailing wage. Currently the average local wage is matched to step two of the wage scale. However, the average Wage Board Federal worker is at step four. Second, the legislation would repeal the Monroney Amendment, which bases the wage rate of DoD blue collar workers in some areas on higher rates from more densely populated areas. Thus, many DoD employees are paid more than their local privately-employed counterparts for comparable jobs.

C. Description of Defense Manpower Costs

1. Defense Manpower Program

The Federal budget is organized by functional area. One functional area is 050-National Defense, which consists of three functions:[1/]

- 051-Military Functions

- 053-Atomic Energy Defense Activites

- 054-Defense-Related Activities

[1/] Military Assistance, previously included in the National Defense function, is now included in the International Affairs function.

One of these functions, 051-Military Functions is referred to as the Defense budget. The FY 1979 funds under the 050-National Defense function in the President's FY 1979 Budget are shown in Table 1 below.

Table 1
FY 1979 050-National Defense
($ Millions)

	Total Obligational Authority (TOA)	Budget Authority (BA)	Outlays
051-Military Functions (Defense Budget)	126,000	125,567	115,200
053-Atomic Energy Defense Activities	NA	2,829	2,536
054-Defense-Related Activities	NA	45	45
Deductions for Offsetting Receipts	NA	- 2	- 2
Total (050-National Defense)	NA	128,439	117,779

All military and civilian employees are funded under the Defense budget, except those noted in Table 2.

Table 2
Total Defense Manpower Program for End FY 1979
(Strength in Thousands)

	Funded Under Defense Budget			Not Funded Under the Defense Budget		
	Included in DoD Strength Authorizations	Excluded from DoD Strength Authorizations	Total Funded Under DoD Budget	Civil Functions	Non Appropriated	Total
Military Personnel						
Active Duty	2,049.0	0.7[a/]	2,049.7	0.4[b/]		2,050.1
Reserve Paid Drill	800.9		800.9			800.9
Individual Ready Reserve		281.6[c/]	281.6			281.6
Retired		823.2[c/]	823.2			823.2
Civilian Personnel						
Direct Hire	928.8[d/]	8.6[e/]	937.4	33.0		970.4
Indirect Hire	78.7		78.7			78.7
Nonappropriated					185.0[f/]	185.0
Private Sector		2050.0[g/]	2,050.0			2,050.0
Total	3,857.4	3,164.1	7,021.5	33.4	185.0	7,239.9

a/ Approximately 700 Reservists serving on statutory tours of active duty. These personnel are paid from the Reserve Military Appropriation.
b/ Active military assigned to Army Corps of Engineers paid from Civil Works Appropriations; authorized strength is 427 for FY 1978.
c/ Estimated numbers of Individual Ready Reservists and Retired Reservists.
d/ Includes 71,044 National Guard and Reserve civilian technicians who are also members of the Selected Reserve. Excludes employees of the National Security Agency.
e/ Student and disadvantaged youth programs; estimate is based on actual strengths on 30 September 1975, 1976, and 1977.
f/ Estimated number of employees in military morale and welfare activities.
g/ Estimated employment in defense-related industry.

Note: Detail may not add to totals due to rounding.

There are two general classifications of DoD personnel: military and civilian.

- Military Personnel. Military members are either on active duty, in one of the Reserve Components, or retired.

- Active duty personnel are full-time members of the Armed Forces.

- Ready Reserve consists of the Selected Reserve and the Individual Ready Reserve (IRR). Selected Reserve members receive pay for attending drills and annual duty for training, and are subject to recall to active duty in an emergency. Members of the IRR are personnel with previous military service who are subject to recall in the case of emergency. Most do not train and most have some period of obligated service remaining under their enlistment contract.

- Standby Reserve members have served on active duty and most have service, usually one year or less, remaining under their six year obligation. They are not eligible for pay and are not included in the Strength Summary of Table 2 (Standby Reservists can participate in drills to earn retirement credits). Congressional action is necessary to mobilize the Standby Reserve.

- Retired Military Personnel are being compensated for previous service and are subject to recall. Members with 20 or more years of active duty or who are retired for physical reasons receive retired pay upon retirement. (Retired reserve personnel with less than 20 years of active duty and under 60 years old are not paid, and are not included in the Strength Summary of Table 2.)

- Civilian Personnel. Civilian employees funded under the Defense budget are either direct-hire or indirect-hire.

- Direct hire civilians include Wage Board and General Schedule Civil Service employees, and foreign nationals directly employed by the U.S. Government. People in special student and disadvantaged youth programs and those employed by the National Security Agency are included in Defense budget costs, but are generally excluded from the strength discussions and are excluded from statutory ceilings.

- Indirect hire civilians are foreign nationals who are employed by the U.S. Government through foreign governments.

Among those DoD people not funded under the Defense budget, and thus not addressed in this chapter are:

- Civil Functions Personnel. This category includes military and civilian employees performing civil functions administered by DoD, including Corps of Engineers, Civil Works and other smaller activities and programs. These people are funded under non-DoD budget functions.

- Nonappropriated Fund Personnel. These people are employees of self-sustaining military welfare and morale activities, such as post exchanges and clubs. They are paid from the receipts of these activities.

In addition to the people employed directly by DoD, others are engaged in defense-related work in private industry. The number of people working for defense contractors, shown in Table 2, is an approximation based on national economic analysis. Their cost is not considered a manpower cost, but rather a cost of the goods or services purchased by the government.

2. Cost of Manpower

a. Cost Categories

The manpower cost categories used in this Chapter are listed below. Section 3 following, presents detailed cost data in these categories.

(1) Military Personnel Appropriations, one for each Service, fund all the active military pay, cash allowances, permanent change of station travel expenses, and the cost of feeding military people (subsistence-in-kind) in military messes or with field rations.

(2) Defense Family Housing Appropriation funds the leasing, construction, and maintenance of family housing for military personnel. This appropriation includes funds for paying civilians. However, these costs are counted under another cost category, civilian costs, in this Chapter. Thus the Defense Family Housing cost category excludes civilian costs to avoid double counting.

(3) Military Retired Pay Appropriation funds the compensation of retired military personnel for previous service. The retired pay appropriation is a single appropriation for DoD and is not normally shown by Service. The amount funded in this appropriation depends on the retired military population, and, except in a very long-term context, is independent of the current force. The budget does not reflect future retirement costs for members of the current force, although a manpower cost initiative, discussed in Section C1 above, proposes to shift DoD to an accrual accounting system for military retirement.

(4) Reserve and Guard Personnel Appropriations, one for each of the six Reserve Components, fund the reserve drills, active duty training, ROTC and the Health Profession Scholarship Program. These appropriations cover basically the same elements as the military personnel appropriations.

(5) Civilian Costs. Unlike military personnel costs which are funded through separate appropriations, civilian costs are spread among several appropriations in accordance with the function being performed.

The following table shows the percent of the FY 1979 DoD civilian costs contained in each of the functional appropriations.

Table 3
FY 1979 Civilian Costs by Appropriation

Appropriations Account	Percent of Civilian Costs
Operations and Maintenance	85.7
RDT&E	9.4
Procurement[1/]	2.4
Defense Family Housing	1.4
Military Construction	1.0
Other	0.1
Total	100.0

1/ No civilian personnel are actually paid by procurement appropriations. Personnel carried here are personnel paid by Stock Funds.

The civilian costs include compensation for both direct and indirect hires. Also included are the DoD contribution to retirement, and health and life insurance.

(6) Personnel Support Costs. Personnel support costs are defined as the non-pay portions of the costs of the following functions:

- Individual Training
- Medical Support (including CHAMPUS)
- Recruiting and Examining
- Overseas Dependent Education
- Half of Base Operating Support
- Other Personnel Support

The direct personnel costs, including pay, are not included in personnel support costs, as they have already been included in the previously defined cost categories. Explanations of the personnel support costs for each of the above listed functions are presented in Section 3 below.

This definition of manpower costs is comprehensive, as the following examples in the Medical and BOS areas illustrate. For instance, in the medical area, all costs are included under this definition. The direct personnel costs of all military and civilians are included under the appropriate manpower categories, while the costs of CHAMPUS, military hospitals, and medical supplies are included under personnel support costs. With respect to base operating support (BOS), 65 percent of the costs are direct personnel costs (pay) and covered under the appropriate manpower categories. The remaining 35 percent is non-people costs such

as utilities. It is estimated that 50 percent of this portion of BOS costs is related to the support of people, both military and civilian -- therefore 50 percent of the non-people portion is included in personnel support costs. Thus, 82.5 percent of total BOS costs are allocated to manpower (the 65 percent for direct costs, plus half of the 35 percent in nonpay costs).

In contrast to the other cost categories, which generally correspond to budget appropriations, and therefore provide an easy track to the budget, personnel support costs are derived from an analysis of the DoD program. For example, we learn from analysis that a portion of an Operations and Maintenance appropriation should be allocated to individual training, while another portion, paid from the same account at the same location, should be allocated to combat developments. The former is part of personnel support, the latter is not. As we continue to improve our accounting system (in particular, the Defense Planning and Programming Categories, or DPPC's), the activities included under personnel support will be subject to change.

In spite of the necessity to make analytical approximations of personnel support costs, they are an integral part of the cost of manpower, and should be included in any calculation of total manpower costs.

3. Detailed FY 1979 Manpower Costs

The costs in this section are derived from budget support detail submitted to Congress and, therefore, are stated in total obligational authority (TOA). The pay raise contingency fund is provided as a separate item for each cost classification. Since these data are in TOA, they will not compare exactly with the cost data provided elsewhere in this Chapter.

a. FY 1979 Manpower Costs

Table 4 provides a detailed breakout of FY 1979 manpower costs by DoD Component. Key elements, indexed in the margins of Table 4, are discussed in more detail following the table.

Table 4

FY 1979 MANPOWER COSTS BY COMPONENT
(From FY 79 President's Budget in TOA-$M)

Index	COST CATEGORIES	Army	Navy	Marine Corps	Air Force	Defense Agencies	DoD Wide	Total DoD	Index
	Military Personnel Appropriations								
(1)	Basic Pay	6,255	4,350	1,397	5,235			17,236	(1)
(2)	Basic Allowances - Quarters (BAQ)	705	578	163	655			2,101	(2)
(3)	Subsistence (Cash and In-Kind)	716	497	162	549			1,925	(3)
(4)	Bonuses	146	120	22	32			321	(4)
(5)	Other Pays	130	179	22	177			508	(5)
(6)	Other Allowances	372	193	73	251			889	(6)
(7)	FICA	374	260	84	309			1,027	(7)
(8)	PCS Travel	557	342	102	481			1,482	(8)
(9)	Cadet Pay and Allowances	23	23	-	24			69	(9)
(10)	Miscellaneous	4	3	2	2			11	(10)
	Subtotal	9,282	6,544	2,029	7,714			25,569	
	- Reimbursables (Pay and Allowances)	-102	-81	-12	-138			-333	
	Direct Obligations	9,180	6,463	2,017	7,576			25,236	
(11)	Pay Raise Contingency	489	363	103	404			1,359	(11)
	TOTAL MILITARY PERSONNEL APPROPRIATIONS	9,669	6,826	2,120	7,980	-	-	26,595	
	Reserve and Guard Personnel Appropriations								
(12)	Basic Pay	1,002	97	56	315			1,470	(12)
(13)	Allowances	137	27	11	63			238	(13)
(14)	Clothing and Travel	106	43	13	41			202	(14)
(15)	Other	35	13	1	17			66	(15)
	Direct Obligations	1,280	179	81	436			1,976	
	Pay Raise Contingency	72	9	4	23			107	
	TOTAL RES/GRD PERSONNEL APPROPRIATIONS	1,352	188	85	459	-	-	2,083	

Index	COST CATEGORIES	Army	Navy	Marine Corps	Air Force	Defense Agencies	DoD Wide	Total DoD	Index
(16)	Defense Family Housing Appropriation (nonpay)	-	-	-	-	-	1,357	1,357	(16)
(17)	Military Retired Pay Appropriation	-	-	-	-	-	10,172	10,172	(17)
	Civilian Costs 1/ 2/								
(18)	Salaries	5,726	5,198		4,335	1,407	232	16,898	(18)
(19)	Health and Life Insurance	171	156		130	42	7	506	(19)
(20)	Retired Pay (DoD Contribution)	401	364		303	98	16	1,182	(20)
	Direct Obligations	6,298	5,718		4,768	1,547	255	18,585	
	Pay Raise Contingency	239	273		225	63	15	816	
	TOTAL CIVILIAN COSTS 1/ 2/	6,537	5,991	-	4,993	1,610	270	19,401	
	SUBTOTAL	17,558	13,005	2,205	13,432	1,610	11,799	59,608	
	Personnel Support Costs 1/								
(21)	Individual Training	575	413		224	6		1,217	(21)
(22)	Medical Support	362	246		202	464		1,272	(22)
(23)	Recruiting and Examining	132	84		21	-		237	(23)
(24)	Overseas Dependents Education	-	-		-	210		210	(24)
(25)	Base Operating Support (50%)	849	535		947	35		2,365	(25)
(26)	Other Personnel Support	-	57		25	-		81	(26)
	Total Personnel Support Costs 1/	1,917	1,335	-	1,419	714	-	5,382	
	TOTAL MANPOWER COSTS 1/	19,475	14,341	2,205	14,851	2,325	11,799	64,989	

NOTE: Detail may not add to totals due to rounding.

1/ Navy civilian costs and personnel support costs are Department of Navy totals including Marine Corps.

(1) Basic Pay ($17,243 million TOA) is the only element of compensation received in cash by every active duty military member. It ranges in FY 1979 from $4,770 a year for a new recruit to $47,500/year for a four-star officer. The amount of basic pay any member receives is a function of his pay grade and length of military service. For this reason, the total value of basic pay is controlled by the total number of people in uniform and their grade and length of service distribution.

(2) Basic Allowance - Quarters (BAQ). ($2,101 million TOA) is paid to military members who do not occupy government housing, or when the government housing occupied is declared inadequate. Members without dependents who are provided government quarters or who are assigned to field or sea duty receive a partial BAQ payment to offset certain undesirable and unintended effects of pay raise reallocation. In addition to the overall strength, BAQ is a function of the force grade distribution and dependency status and of the numbers and condition of units of government housing. The range of BAQ in FY 1979 is from $983 a year for an E-1 with no dependents to $5,090 a year for a flag/general officer with dependents. The costs of in-kind housing are not shown in this category but are included in the family housing and base operating support categories.

(3) Subsistence. ($1,925 million TOA) represents both the cost of feeding military personnel in military messes and cash payments to military members in lieu of food, called Basic Allowance for Subsistence (BAS). In FY 1979 all officers are entitled to cash allowances of $714 a year. Enlisted members receive "subsistence-in-kind" in military messes or in the form of field rations. Enlisted members are paid a cash allowance of $3.20 per day when a mess is not available. They receive $2.84 per day, or $1037 annually when on leave or authorized to mess separately, which is the most common form of BAS. When assigned to duty under emergency conditions where no U.S. messing facilities are available, the rate is $4.25 per day. This BAS rate, however, is rarely used. In addition to varying with strength, subsistence costs vary with the number of people assigned to locations where no mess is available, and with general food prices.

(4) Bonuses. ($321 million TOA) include both Enlistment Bonuses and Reenlistment Bonuses.

(a) Enlistment Bonus. ($61 million TOA) is paid as an incentive to enlist people in shortage skills. In FY 1979, Army, Navy, and Marine Corps personnel enlisting in combat and some combat support skills will receive this incentive. The maximum enlistment bonus allowed by law is $3000, but the actual level is a function of supply and demand in the national youth labor market. For FY 1979 the maximum programmed is $2500. This program is under the Armed Forces Enlisted Personnel Bonus Revision Act (PL 93-277), which was extended until 30 September 1978 by PL 95-97. Congressional action to make bonus authority permanent is being requested.

(b) Reenlistment Bonus. ($260 million TOA) includes Selective Reenlistment Bonus, Regular Reenlistment Bonus (saved-pay), and Variable Reenlistment Bonus obligated installment payments. All personnel who were on active duty on the effective date (June 1, 1974) of PL 93-277, receive the regular bonus up to a cumulative total of $2000 over a 20-year period. PL 93-277 limited the payment of reenlistment bonuses to critical skills with chronic and sustained shortages. This law replaced the Regular and Variable Reenlistment Bonuses with the Selective Reenlistment Bonus (SRB). The SRB is given only to qualified people reenlisting in a critical and shortage skill during the first ten years of active military service. Most skills receive no SRB. The current maximum SRB level is $15,000 for nuclear skills, with a $12,000 maximum for other critical skills. The SRB concept is intended to apply the economic laws of supply and demand to the career manpower requirements of the Services on a skill-by-skill basis. As PL 93-277 expires in September 1978, Congressional action to continue the SRB bonus authority is being requested.

(5) Other Pays. ($508 million TOA) include Incentive, Special, and Proficiency pay.

(a) Incentive Pay. ($265 million TOA) includes payments made to personnel engaged in hazadrous duty, such as flying, submarine duty, flight deck duty, and parachute jumping. Payments are influenced by the grade distribution, as well as by the number of qualifying personnel. Although incentive pay varies with the strength of special populations, it does not vary directly with total strength.

(b) Special Pays. ($204 million TOA) are paid to medical and nuclear qualified officers to continue on active duty. Sea duty pay, paid to enlisted members at sea, is also a Special pay.

(c) Proficiency Pay. ($38 million TOA) is authorized for enlisted personnel in critical undermanned skill areas, and for those in special requirements. These payments are, in effect, additional incentives to attract and retain people. In accordance with the intent of Congress, proficiency pay has been sharply curtailed in favor of the use of the Selective Reenlistment Bonus.

(6) Other Allowances. ($886 million TOA) include uniform allowances, junior enlisted station allowances, separation payments, station allowances, and family separation allowances.

(a) Uniform Allowances. ($280 million TOA) include the cost of providing uniforms to enlisted members entering active duty, and to Reserve officers and ROTC graduates upon commissioning. Also included in these allowances are the costs of uniform maintenance for enlisted personnel with more than six months of active service.

(b) Overseas Junior Enlisted Station Allowances. ($15 million TOA) is an entitlement included initially for FY 1979. This is to provide for cost-of-living, housing, and temporary lodging to enlisted personnel in grades E-1 through E-3 and E-4's with less than two years service who will be authorized PCS travel for dependents.

(c) Separation Payments. ($322 million TOA) are paid to four groups of people who are leaving the Services: (1) members with unused leave accrued for which they receive lump sum terminal leave payments; (2) members separated for physical disability reasons; (3) officers separated for reasons of unfitness or failure of promotion; or (4) reserve members involuntarily released from active duty after completing at least five years continuous active duty. The largest component in terms of cost among these four groups is lump sum terminal leave. The value of this component is influenced by the rate of basic pay and the number of days of unused leave. In conjunction with the FY 1977 budget the President proposed and Congress enacted a law (PL 94-361) which limits to 60 days the total terminal leave in a career for which an individual can be paid, and prohibits quarters or subsistence payments for any leave accrued after 31 August 1976.

(d) Overseas Station Allowances. ($239 million TOA) are payments made to certain military personnel serving outside the continental United States to reimburse them for increased cost of living in the areas designated. These separate allowances take the form of per diem for cost of living, housing, and temporary lodging. The rates vary by geographical location and by the availability of commissary and post exchange facilities.

(e) Family Separation Allowances. ($33 million TOA) of $30/ month are paid to military members who are serving at duty stations apart from their dependents to reimburse for added expenses incident to such separation. A member with dependents assigned to a station where dependents are not allowed, on board a ship away from home port for a continuous period of more than 30 days, or ordered to temporary duty away from his permanent station for more than 30 days is entitled to receive the family separation allowance. A member maintaining two homes is entitled to BAQ at the "Without Dependents" rate.

(7) FICA Contributions. ($1,027 million TOA) are those payments made for Old Age, Survivors, and Disability Insurance (Social Security) by the Defense Department as the employer of military personnel. Payments are influenced by the levels of basic pay and the Social Security tax rates established by law.

(8) PCS Travel. ($1,476 million TOA) is the cost of moving people and their households when they enter the Service, move for training, leave the Service, are reassigned to a new duty station, or are part of a unit movement to a new duty location. The following table shows detailed PCS costs by type and Service for FY 1979.

TABLE 5

FY 1979 Permanent Change of Station (PCS) Costs
($Millions-TOA)

	Army	Navy	Marine Corps	Air Force	DoD
Accession travel	64	42	17	35	159
Training travel	32	26	4	20	82
Operational travel	30	51	9	59	148
Rotational travel	279	137	46	247	710
Separation travel	82	51	16	66	215
Travel of Organization	10	15	3	3	32
Non-Temporary Storage	18	7	1	17	43
Overseas Junior Enlisted Travel	41	7	5	34	88
Total Obligations	557	336	102	481	1,476
Less Reimbursements	8	3	1	4	17
Total Direct Obligations	549	333	101	476	1,460

Note: Details may not add to totals due to rounding.

(9) Cadet Pay and Allowances ($69 million TOA) includes the pay and allowances of those attending the Military Academy, the Naval Academy, and the Air Force Academy.

(10) Miscellaneous Costs ($11 million TOA) include death gratuities and apprehension of deserters.

(a) Death Gratuities ($8 million TOA) are paid to beneficiaries of military personnel who die on active duty. The cost of these payments varies with the age distribution of the force and levels of hostilities as well as with overall strength.

(b) Apprehension of Deserters ($3 million TOA) covers the costs of finding and returning military deserters to military control.

(11) Pay Raise Contingency Funds. ($2,305 million TOA total, $1,359 million for active military, $23 million for retired military personnel, $107 million for Reserve/Guard, and $816 million for civilians) listed as a proposed supplemental in the President's budget are included to cover expected FY 1979 military and civilian pay raises.

(12) Reserve Pay. ($1,470 million TOA) Drill pay and pay for active duty for training of reserve component personnel.

(13) Allowances. ($238 million TOA) BAQ was described under item 2 and subsistence under item 3 in this section. Other allowances include special and incentive pays, and also FICA payments, as described above.

(14) Clothing and Travel ($202 million TOA) Clothing includes both cash allowances and in-kind clothing issued to recruits. Travel includes the cost of travel and transportation of persons in the Reserve Personnel Appropriations.

(15) Other Reserve/Guard Military Personnel Costs ($66 million TOA) includes monthly student stipends (ROTC, Armed Forces Health Scholarships and Platoon Leader Class), Death Gratuities, and Administrative Duty pay.

(16) Defense Family Housing Appropriation (Non-Pay) ($1,357 million TOA) funds leasing, construction, and maintenance of family housing for military personnel. The appropriation includes funds for paying civilians, which are counted in this report under civilian costs. To avoid double counting, this civilian pay has been excluded from the Defense Family Housing cost category.

(17) Military Retired Pay Appropriation ($10,172 million TOA, including $23 million for pay raise contingency) funds the compensation of retired military personnel for previous service. The retired pay appropriation is a single appropriation for DoD and is not normally shown by Service. This appropriation depends on the retired military population, and is independent of the current force. It is an item peculiar to DoD; no other government agency shows retirement costs in this format. The President's FY 1979 budget proposes a shift to accrual accounting for military retirement.

(18) Salaries ($16,898 million TOA) are the direct monetary compensation paid to civilian employees including basic pay, overtime, incentive and special pays.

(19) Health and Life Insurance ($506 million TOA) includes the government share of the DoD Civilian Health and Life Insurance programs. This currently amounts to about 60% of the health program costs and 33% of the life insurance program.

(20) Retired Pay (DoD Contribution) ($1,182 million TOA) is the DoD contribution, as employer, to the Civil Service retirement fund. This is currently 7% of the civilian salaries.

(21) Individual Training ($ 1,217 million TOA) includes all the non-pay parts of individual training, including recruit training, flight training, professional training, Service Academies, and other training of individuals (rather than units).

(22) Medical Support ($1,272 million TOA) includes the non-pay parts of medical support including CHAMPUS (Civilian Health and Medical Program of the Uniformed Services), military hospitals and some research and development activities.

(23) Recruiting and Examining ($237 million TOA) is the non-pay part of recruiting and examining (including advertising).

(24) Overseas Dependents Education ($210 million TOA) includes the non-pay part of this program.

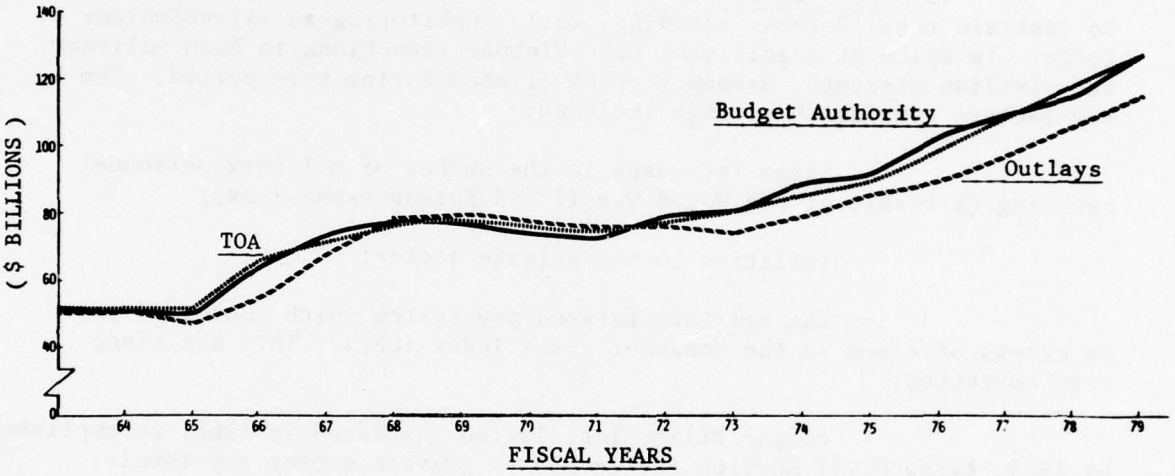
(25) Base Operating Support (50%) ($2364 million TOA) includes half of the non-pay part of Base Operating Support (BOS) costs. The 50% factor is an estimate of the portion of non-pay BOS costs related to the support of people. As described previously much more than half of the BOS costs is allocated to manpower. About 65% of total BOS costs is in direct manpower costs, and half of the remaining 35% in non-pay costs is included under personnel support costs. Thus, 82.5% of BOS costs are allocated to manpower.

(26) Other Personnel Support Cost ($81 million TOA) is a miscellaneous category covering the nonpay part of personnel administration, civilian education and development programs, and other personnel activities.

b. Types of Cost. This report is primarily concerned with the part of the Defense budget directly identifiable as the cost of people. In general, costs in this Chapter are presented in current dollar outlays (although summary tables which show Budget Authority (BA) and Total Obligational Authority (TOA) are also provided). Outlays are used since manpower costs tend to be spent in the year obligated and are nearly the same whether expressed in outlays, TOA, or BA. However, as shown in Chart 7, the size of the total Defense budget in any year is different when expressed in terms of outlays, TOA, or BA.

CHART 7

DEPARTMENT OF DEFENSE BUDGET TRENDS
(BILLIONS OF CURRENT $)



c. Treatment of FY 1979 Pay Raises. Contingency funds, listed as a proposed supplemental in the President's Budget, are included to cover expected military and civilian pay raises. In this report, these funds are allocated to the appropriations where they are expected to be spent. The exception to this rule is in Section 2 above, where the costs are in TOA, and the contingency funds are shown as a separate item to maintain comparability with the detail submitted in support of the President's FY 1979 budget.

4. Historical Trends in Detailed Manpower Costs

a. Overview

DoD outlays for manpower costs have risen from $24 billion in the last pre-Vietnam year, FY 1964, to $64 billion in the President's budget for FY 1979. As a percentage of total Defense outlays, manpower costs went from 47 percent in FY 1964 to a high of 61 percent in FY 1976. They are projected to go down to 56 percent in the proposed FY 1979 budget. The change in manpower costs over this period has had three distinct phases:

(1) FY 1964-1968. Strength increased during the late 1960s because of the Vietnam war. The Defense budget rose sharply and manpower costs rose with the budget.

(2) FY 1968-1976. During these years, there was an effort to restrain total Defense spending, while instituting an all-volunteer force. In spite of significant post-Vietnam reductions in both military and civilian strength, manpower costs climbed during this period. The key factors causing this climb included:

- large increases in the number of military personnel retiring (a result of the World War II and Korean expansions);

- inflation in the private sector;

- the military retired pay system which increased pay in excess of rises in the Consumer Price Index (CPI). This has since been corrected;

- comparability legislation initiated in 1962, accomplished by 1969, tying Civil Service pay levels to private sector pay levels;

- legislation in 1967 tying military pay raises to General Schedule pay raises;

- FY 1972 increases in the pay of junior enlisted personnel (67 percent) and junior officers (9 percent) to make the pay for these grades more equitable and competitive; and

- increases in average civilian wage board pay above the average pay for that skill in the private sector.

(3) FY 1976-1979. We are now experiencing a modest growth in manpower costs, largely due to inflation, while the rest of the Defense program is expanding in real terms. Thus, the percent of the budget spent on manpower is gradually decreasing, even though the number of people employed remains essentially level. The changes in the percentage result from efforts to curb unnecessary manpower expenditures, and to replenish war reserves and modernize weapons systems.

Table 6 shows the trends in manpower costs and the associated strengths from FY 1964 through the President's FY 1979 budget including payments to retired military personnel. Table 7 shows the same trends with the estimated accrued liability for retirement of the current force paid by the Military Personnel and Reserve and Guard Personnel appropriations. Readers may wish to compare costs under the current system with those which would have occurred if DoD had been setting money aside for the future retirement of the current force.

Table 6

DEFENSE MANPOWER COSTS WITH MILITARY RETIRED PAY APPROPRIATION 1/
(Outlays, $ Billion)

	Actual														FY 79 President's Budget Request	
	FY 64	FY 65	FY 66	FY 67	FY 68	FY 69	FY 70	FY 71	FY 72	FY 73	FY 74	FY 75	FY 76	FY 77	FY 78	FY 79
Defense Outlays	50.8	47.1	55.2	68.3	78.0	78.7	77.9	75.5	76.0	73.8	78.4	86.0	88.5	95.7	105.3	115.2
Manpower Outlays																
Military Personnel Appropriations	12.3	12.7	14.4	17.1	19.0	20.5	22.0	21.4	21.6	21.7	22.1	23.2	23.3	23.9	24.9	26.4
Def. Family Housing Appropriations 2/	.5	.5	.6	.4	.4	.5	.5	.5	.5	.6	.7	.9	1.0	1.1	1.2	1.2
Military Retired Pay Appropriations 3/	1.2	1.4	1.6	1.8	2.1	2.4	2.8	3.4	3.9	4.4	5.1	6.2	7.3	8.2	9.2	10.1
Reserve and Guard Personnel Approps.	.7	.7	.8	.9	.9	.9	1.1	1.2	1.4	1.5	1.6	1.7	1.8	1.9	2.0	2.1
Civilian Costs 4/	7.6	8.0	8.6	9.7	10.6	11.4	12.3	12.6	13.3	13.6	14.2	15.4	16.5	17.5	18.7	19.4
Subtotal 5/	22.3	23.3	25.9	29.9	33.0	35.6	38.6	39.1	40.7	41.8	43.8	47.5	49.8	52.5	55.9	59.2
Personnel Support Costs 6/	1.7	1.8	2.1	2.5	2.8	2.8	2.8	2.8	2.7	2.7	2.9	3.7	3.8	3.8	4.2	4.8
Total Manpower Costs	24.0	25.1	28.0	32.4	35.8	38.4	41.4	41.9	43.5	44.5	46.7	51.2	53.6	56.3	60.1	64.0
Percent of Defense Outlays	47	53	51	47	46	49	53	56	57	60	60	60	61	59	57	56
End Strengths (000s) Regular Employees																
Active Military	2687	2655	3094	3377	3547	3460	3066	2714	2322	2252	2161	2127	2081	2074	2069	2049
Civilians 4/																
Direct Hire	1035	1025	1132	1277	1274	1276	1162	1094	1049	998	1015	989	960	939	936	929
Indirect Hire	140	130	129	121	119	115	103	96	110	102	94	89	87	83	85	79
Total	1176	1155	1261	1398	1393	1391	1265	1190	1159	1100	1109	1078	1047	1022	1021	1008
Total	3863	3810	4355	4775	4940	4851	4331	3904	3481	3352	3270	3205	3128	3095	3090	3057
Others																
Reserve Paid Drill 7/	953	932	969	983	922	960	987	978	925	919	925	896	823	808	815	801
Retired	435	484	430	590	651	714	773	831	890	948	1012	1073	1132	1199	1243	1285

1/ Data exclude civil functions.
2/ Excludes civilian pay portion of this appropriation which is included under civilian costs.
3/ For those already retired. Future retirement costs for current members are not currently reflected in the budget.
4/ The cost of civilians is budgeted under the functional appropriations--e.g., operations and maintenance, family housing, RDT&E. Often indirect hire civilians are excluded from manpower cost and strength data.
5/ Sometimes referred to in the past as "payroll costs."
6/ Excludes the direct costs of military and civilian personnel since they are accounted for separately. Includes costs of individual training, medical support, recruiting and examining, overseas dependent education, half of base operating support, and a miscellaneous category.
7/ Includes National Guard and Reserve technicians who are also counted as civilian employees.

Table 7

DEFENSE MANPOWER COSTS WITH ACCRUED MILITARY RETIREMENT 1/
(Outlays, $ Billion)

	Actual														FY 79 President's Budget Request	
	FY 64	FY 65	FY 66	FY 67	FY 68	FY 69	FY 70	FY 71	FY 72	FY 73	FY 74	FY 75	FY 76	FY 77	FY 78	FY 79
Defense Outlays	50.8	47.1	55.2	68.3	78.0	78.7	77.9	75.5	76.0	73.8	78.4	86.0	88.5	95.7	105.3	115.2
Manpower Outlays																
Military Personnel Appropriations	12.3	12.7	14.4	17.1	19.0	20.5	22.0	21.4	21.6	21.7	22.2	23.2	23.3	23.9	24.9	26.4
Def. Family Housing Appropriations 2/	.5	.5	.6	.4	.4	.5	.5	.5	.5	.6	.7	.9	1.0	1.1	1.2	1.2
Accrued Retirement Liability 3/	2.7	2.9	3.4	3.9	4.3	4.8	5.4	5.4	5.6	5.8	5.9	6.1	6.2	6.4	6.8	6.7
Reserve and Guard Personnel Approps.	.7	.7	.8	.9	.9	.9	1.1	1.2	1.4	1.5	1.6	1.7	1.8	1.9	2.0	2.1
Civilian Costs 4/	7.6	8.0	8.6	9.7	10.6	11.4	12.3	12.6	13.3	13.6	14.2	15.4	16.5	17.5	18.7	19.4
Subtotal 5/	23.8	24.8	27.7	32.0	35.2	38.0	41.2	41.1	42.4	43.2	44.6	47.4	48.7	51.3	54.2	55.8
Personnel Support Costs 6/	1.7	1.8	2.1	2.5	2.8	2.8	2.8	2.8	2.7	2.7	2.9	3.7	3.8	3.8	4.2	4.8
Total Manpower Costs	25.5	26.6	29.8	34.5	38.0	40.8	44.0	43.9	45.1	45.9	47.5	51.1	52.5	55.1	58.4	60.6
Percent of Defense	50	56	54	51	49	52	56	58	59	62	61	59	59	58	55	53
End Strengths (000s) Regular Employees																
Active Military	2687	2655	3094	3377	3547	3460	3066	2714	2322	2252	2161	2127	2081	2074	2069	2049
Civilians 4/																
Direct Hire	1035	1025	1132	1277	1274	1276	1162	1094	1049	998	1015	989	960	939	936	929
Indirect Hire	140	130	129	121	119	115	103	96	110	102	94	89	87	83	85	79
Total	1176	1155	1261	1398	1393	1391	1265	1190	1159	1100	1109	1078	1047	1022	1021	1008
Total	3863	3810	4355	4775	4940	4851	4331	3904	3481	3352	3270	3205	3128	3095	3090	3057
Others																
Reserve Paid Drill 7/	953	932	969	983	922	960	987	978	925	919	925	896	823	808	815	801
Retired	435	484	430	590	651	714	773	831	890	948	1012	1073	1132	1199	1243	1285

1/ Data excludes civil functions.
2/ Excludes civilian pay portion of this appropriation which is included under civilian costs.
3/ Estimated for comparison with Military Retired Pay Appropriation which funds retirement payments for those already retired.
4/ The cost of civilians is budgeted under the functional appropriations--e.g., operations and maintenance, family housing, RDT&E. Often indirect hire civilians are excluded from manpower cost and strength data.
5/ Sometimes referred to in the past as "payroll costs".
6/ Excludes the direct costs of military and civilian personnel, since they are accounted for separately. Includes costs of individual training, medical support, recruiting and examining, overseas dependent education, half of base operating support, and a miscellaneous category.
7/ Includes National Guard and Reserve technicians who are also counted as civilian employees.

b. Personnel Support Costs Trends

Table 8, provides details of personnel support costs trends from FY 1964 to FY 1979. These cost estimates, which exclude military and civilian pay, have changed slightly from past reports due to accounting changes and to improved calculation methods.

Table 8

PERSONNEL SUPPORT COST TRENDS
(Outlays $ Billions)

	Actual														FY 79 President's Budget Request	
	FY 64	FY 65	FY 66	FY 67	FY 68	FY 69	FY 70	FY 71	FY 72	FY 73	FY 74	FY 75	FY 76	FY 77	FY 78	FY 79
Personnel Support 1/																
Individual Training	0.7	0.7	0.7	0.9	1.1	1.1	1.1	0.9	0.7	0.6	0.7	0.9	0.8	0.7	0.8	1.1
Medical Support	0.2	0.2	0.3	0.4	0.5	0.5	0.5	0.6	0.9	0.8	0.9	1.1	1.2	1.1	1.2	1.2
Recruiting and Examinig	-	-	-	-	-	-	-	-	-	-	0.2	0.2	0.1	0.1	0.2	0.2
Overseas Dependents Schools	-	-	-	-	-	-	-	-	-	-	0.1	0.1	0.1	0.1	0.1	0.2
Base Operating Support (50%) 2/	0.8	0.9	1.1	1.2	1.1	1.1	1.0	1.1	1.0	1.0	1.1	1.4	1.5	1.6	1.8	2.1
Other Personnel Support 3/	-	-	-	-	-	-	-	-	-	-	-	-	0.1	0.1	0.1	0.1
TOTAL	1.7	1.8	2.1	2.5	2.8	2.8	2.8	2.8	2.7	2.7	2.9	3.7	3.8	3.8	4.2	4.8

NOTE: Detail may not add to totals due to rounding.

1/ The estimated non-payroll cost of supporting the people in the force. (Cost of people working in Personnel Support functions are not included here but under military and civilian manpower in Table 6.)
2/ It is estimated that 50% of the total nonpay costs is devoted to people versus mission-support costs.
3/ Miscellaneous category covering personnel administration, civilian education and development programs and other personnel activities.

c. Outlay, TOA, BA Comparisons

Table 9 shows the manpower cost trends as a percent of the Defense budget in Outlays, BA, and TOA. As can be seen from this table, the manpower costs are relatively stable regardless of the cost classification, but the manpower percent of defense can change significantly depending on which budget expenditure category is used.

Table 9

MANPOWER COST TRENDS SUMMARY
($ Billions)

	FY 64	FY 65	FY 66	FY 67	FY 68	FY 69	FY 70	FY 71	FY 72	FY 73	FY 74	FY 75	FY 76	FY 77	FY 78	FY 79 President's Budget Request FY 79
Outlays																
Manpower	24.0	25.1	28.0	32.4	35.8	38.4	41.4	41.9	43.5	44.5	46.7	51.2	53.6	56.3	60.1	64.0
Total Defense	50.8	47.1	55.2	68.3	78.0	78.7	77.9	75.5	76.0	73.8	78.4	86.0	88.5	95.7	105.3	115.2
Percent of Defense	47	53	51	47	46	49	53	56	57	60	60	60	61	59	57	56
TOA																
Manpower	23.9	25.2	29.1	32.8	36.1	38.3	41.2	41.9	43.7	45.6	47.9	51.2	54.6	57.2	61.1	65.0
Total Defense	50.6	50.7	65.6	72.4	75.6	78.5	76.0	74.3	77.5	80.1	85.0	87.8	97.5	108.3	116.8	126.0
Percent of Defense	47	50	44	45	48	49	54	56	56	57	56	58	56	53	52	52
BA																
Manpower	23.7	25.1	29.2	33.0	36.2	38.3	41.2	41.9	43.6	45.7	47.9	51.4	54.5	56.6	60.5	64.4
Total Defense	50.7	50.2	64.7	73.5	76.7	77.5	74.5	72.9	78.0	80.4	88.9	91.5	102.2	108.4	115.3	125.6
Percent of Defense	47	50	45	45	47	49	55	57	56	57	54	56	53	52	52	51

5. Current GS and Military Pay Rates

The active military and General Schedule pay rates are in Tables 10 and 11. The pay per training assembly for military Reserve personnel is at Table 12. A training assembly is usually a four hour training period. The annual pay for Reserves is a function of the number of drills which varies by pay group. Table 13 shows Regular Military Compensation (RMC) for active military personnel. RMC is the total of basic pay; quarters (BAQ) and subsistence (BAS) allowances; and the estimated value of the tax advantage which results because BAQ and BAS are not taxable. RMC figures shown in Table 13 are the averages for each pay grade and longevity step assuming that all military personnel receive the allowances in cash. All of these tables are as of 1 October 1977 and do not include the pay raise scheduled for October 1978.

TABLE 10

MONTHLY BASIC PAY EFFECTIVE 1 OCTOBER 1977

PAY GRADE	YEARS OF SERVICE: UNDER 2	2	3	4	6	8	10	12	14	16	18	20	22	26
COMMISSIONED OFFICERS														
O-10	3126.30	3236.40	3236.40	3236.40	3236.40	3360.30	3360.30	3614.00	3618.00	3876.60	3876.60	4136.10*	4136.10*	4393.80 *
O-9	2770.80	2843.70	2904.00	2904.00	2904.00	2978.10	2978.10	3101.40	3101.40	3360.30	3360.30	3618.60	3618.00	3876.60
O-8	2509.50	2584.80	2646.30	2646.30	2646.30	2843.70	2843.70	2978.10	2978.10	3101.40	3236.40	3360.30	3495.00	3495.00
O-7	2085.30	2227.20	2227.20	2227.20	2326.80	2326.80	2462.10	2462.10	2584.80	2843.70	3039.00	3039.00	3039.00	3039.00
O-6	1545.60	1698.60	1809.00	1809.00	1809.00	1809.00	1809.00	1809.00	1870.50	2166.90	2277.60	2326.80	2462.10	2670.00
O-5	1236.30	1452.00	1551.90	1551.90	1551.90	1551.90	1599.30	1684.80	1797.30	1932.30	2043.30	2104.80	2178.60	2178.60
O-4	1042.20	1268.40	1353.60	1353.60	1378.20	1439.70	1537.50	1624.20	1698.60	1772.40	1821.90	1821.90	1821.90	1821.90
O-3	968.40	1082.70	1157.10	1280.40	1341.60	1390.20	1464.60	1537.50	1575.30	1575.30	1575.30	1575.30	1575.30	1575.30
O-2	844.20	922.20	1107.90	1145.10	1168.80	1168.80	1168.80	1168.80	1168.80	1168.80	1168.80	1168.80	1168.80	1168.80
O-1	732.90	762.90	922.20	922.20	922.20	922.20	922.20	922.20	922.20	922.20	922.20	922.20	922.20	922.20
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE SERVICE AS ENLISTED MEMBERS														
O-3	0.	0.	0.	1280.40	1341.60	1390.20	1464.60	1537.50	1599.30	1599.30	1599.30	1599.30	1599.30	1599.30
O-2	0.	0.	0.	1145.10	1168.80	1206.00	1268.40	1317.30	1353.60	1353.60	1353.60	1353.60	1353.60	1353.60
O-1	0.	0.	0.	922.20	984.90	1021.50	1054.40	1095.30	1145.10	1145.10	1145.10	1145.10	1145.10	1145.10
WARRANT OFFICERS														
W-4	986.40	1058.40	1058.40	1082.70	1131.90	1181.70	1231.20	1317.30	1378.20	1427.10	1464.60	1512.90	1563.30	1684.80
W-3	897.00	972.90	972.90	984.90	996.60	1069.50	1131.90	1168.80	1206.00	1242.00	1288.40	1329.90	1378.20	1427.10
W-2	785.40	849.30	849.30	874.20	922.20	972.90	1009.50	1046.40	1082.70	1120.50	1157.10	1193.70	1242.00	1242.00
W-1	654.30	750.30	750.30	812.70	849.30	886.20	922.20	960.30	996.60	1033.50	1069.50	1107.90	1107.90	1107.90
ENLISTED MEMBERS														
E-9	0.	0.	0.	0.	0.	0.	1120.80	1146.30	1172.40	1199.40	1225.90	1249.80	1315.80	1443.30
E-8	0.	0.	0.	0.	0.	940.50	966.60	992.40	1018.50	1044.90	1069.20	1095.60	1159.80	1289.40
E-7	656.70	708.60	735.00	760.50	786.90	811.50	837.30	863.70	902.70	928.20	954.30	966.60	1031.70	1159.80
E-6	567.00	618.30	644.10	671.10	696.00	721.80	744.20	786.90	811.50	837.30	850.20	850.20	850.20	850.20
E-5	498.00	541.80	568.20	592.80	631.50	657.30	683.70	708.60	721.80	721.80	721.80	721.80	721.80	721.80
E-4	479.50	505.20	534.90	576.60	599.40	599.40	599.40	599.40	599.40	599.40	599.40	599.40	599.40	599.40
E-3	461.20	485.40	504.90	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00	525.00
E-2	443.10	443.10	443.10	443.10	443.10	443.10	443.10	443.10	443.10	443.10	443.10	443.10	443.10	443.10
E-1	397.50	397.50	397.50	397.50	397.50	397.50	397.50	397.50	397.50	397.50	397.50	397.50	397.50	397.50

While serving as Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, or Commandant of the Marine Corps, basic pay for this grade is $4,848.00 regardless of cumulative years of service (See * below).

* Basic pay is limited to $3,958.20 by Level V of the Executive Schedule.

Highest Enlisted Rank. While serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy, Chief Master Sergeant of the Air Force, or Sergeant Major of the Marine Corps, basic pay for this grade is $1,754.40 regardless of cumulative years of service.

Monthly Basic Allowance for Quarters Rates

Pay Grade	Without Dependents		With Dependents
	Full Rate[1]	Partial Rate[2]	
	Commissioned Officers		
0-10	$339.30	$50.70	$424.20
0-9	339.30	50.70	424.20
0-8	339.30	50.70	424.20
0-7	339.30	50.70	424.20
0-6	304.50	39.60	371.40
0-5	280.80	33.00	338.10
0-4	249.90	26.70	301.80
0-3	219.90	22.20	271.20
0-2	190.80	17.70	241.50
0-1	148.80	13.20	193.80
	Warrant Officers		
W-4	$240.90	$25.20	$290.70
W-3	214.80	20.70	264.60
W-2	186.90	15.90	237.30
W-1	168.60	13.80	218.40
	Enlisted Members		
E-9	$181.80	$18.60	$255.60
E-8	167.40	15.30	236.40
E-7	142.50	12.00	219.90
E-6	129.30	9.90	202.20
E-5	124.20	8.70	185.70
E-4	109.80	8.10	163.50
E-3	98.10	7.80	142.50
E-2	86.70	7.20	142.50
E-1	81.90	6.90	142.50

1 Payment of the full rate of basic allowance for quarters at these rates for members of the uniformed services to personnel without dependents is authorized by 37 United States Code 403 and Part IV of Executive Order 11157, as amended.

2 Payment of the partial rate of basic allowance for quarters at these rates to members of the uniformed services without dependents who, under 37 United States Code 403(b) or 403(c), are not entitled to the full rate of basic allowance for quarters, is authorized by 37 United States Code 1009(d) and Part IV of Executive Order 11157, as amended.

Basic Allowance for Subsistence Rates

Officers:	$59.53 per month
Enlisted Members:	
When on leave or authorized to mess separately:	$ 2.84 per day
When rations in-kind are not available:	$ 3.20 per day
When assigned to duty under emergency conditions where no messing facilities of the United States are available:	$ 4.25 per day

Table 11

Annual General Schedule Pay Rates

GS	GENERAL SCHEDULE - 5 U.S.C. 5332(a)										Amt. of Step Incr.
	1	2	3	4	5	6	7	8	9	10	
1	$6219	$6426	$6633	$6840	$7047	$7254	$7461	$7668	$7875	$8082	$207
2	7035	7270	7505	7740	7975	8210	8445	8680	8915	9150	235
3	7930	8194	8458	8722	8986	9250	9514	9778	10042	10306	264
4	8902	9199	9496	9793	10090	10387	10684	10981	11278	11575	297
5	9959	10291	10623	10955	11287	11619	11951	12283	12615	12947	332
6	11101	11471	11841	12211	12581	12951	13321	13691	14061	14431	370
7	12336	12747	13158	13569	13980	14391	14802	15213	15624	16035	411
8	13662	14117	14572	15027	15482	15937	16392	16847	17302	17757	455
9	15090	15593	16096	16599	17102	17605	18108	18611	19114	19617	503
10	16618	17172	17726	18280	18834	19388	19942	20496	21050	21604	554
11	18258	18867	19476	20085	20694	21303	21912	22521	23130	23739	609
12	21883	22612	23341	24070	24799	25528	26257	26986	27715	28444	729
13	26022	26889	27756	28623	29490	30357	31224	32091	32958	33825	867
14	30750	31775	32800	33825	34850	35875	36900	37925	38950	39975	1025
15	36171	37377	38583	39789	40995	42201	43407	44613	45819	47025	1206
16	42423	43837	45251	46665	48079*	49493*	50907*	52321*	53735*		1414
17	49696*	51353*	53010*	54667*	56324*	General Schedule Effective October 9, 1977					
18	58245*					Office of Personnel—Veterans Administration					

**The rate of basic pay for employees at these rates is limited by section 5308 of title 5 of the United States Code to the rate for level V of the Executive Schedule (as of the effective date of this schedule, $47,500).*

Table 12

DAILY DRILL PAY PER TRAINING ASSEMBLY--RESERVE PERSONNEL
1 OCTOBER 1977

Pay Grade	YEARS OF SERVICE													
	Under 2	2	3	4	6	8	10	12	14	16	18	20	22	26
	COMMISSIONED OFFICERS													
0-8	83.65	86.16	88.21	88.21	88.21	94.79	94.79	99.27	99.27	103.38	107.88	112.01	116.50	116.50
0-7	69.51	74.24	74.24	74.24	77.56	77.56	82.07	82.07	86.16	94.79	101.30	101.30	101.30	101.30
0-6	51.52	56.62	60.30	60.30	60.30	60.30	60.30	60.30	62.35	72.23	75.92	77.56	82.07	89.00
0-5	41.21	48.40	51.73	51.73	51.73	51.73	53.31	56.16	59.91	64.41	68.11	70.16	72.62	72.62
0-4	34.74	42.28	45.12	45.12	45.94	47.99	51.25	54.14	56.62	59.08	60.73	60.73	60.73	60.73
0-3	32.28	36.09	38.57	42.68	44.72	46.34	48.82	51.25	52.51	52.51	52.51	52.51	52.51	52.51
0-2	28.14	30.74	36.93	38.17	38.96	38.96	38.96	38.96	38.96	38.96	38.96	38.96	38.96	38.96
0-1	24.43	25.43	30.74	30.74	30.74	30.74	30.74	30.74	30.74	30.74	30.74	30.74	30.74	30.74
	COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE SERVICE AS ENLISTED MEMBERS													
0-3	-	-	-	42.68	44.72	46.34	48.82	51.25	53.31	53.31	53.31	53.31	53.31	53.31
0-2	-	-	-	38.17	38.96	40.20	42.28	43.91	45.12	45.12	45.12	45.12	45.12	45.12
0-1	-	-	-	30.74	32.83	34.05	35.28	36.51	38.17	38.17	38.17	38.17	38.17	38.17
	WARRANT OFFICERS													
W-4	32.88	35.28	35.28	36.09	37.73	39.39	41.04	43.91	45.94	47.57	48.82	50.43	52.11	56.16
W-3	29.90	32.43	32.43	32.83	33.22	35.65	37.73	38.96	40.20	41.40	42.68	44.33	45.94	47.57
W-2	26.18	28.31	28.31	29.14	30.74	32.43	33.65	34.88	36.09	37.35	38.57	39.79	41.40	41.40
W-1	21.81	25.01	25.01	27.09	28.31	29.54	30.74	32.01	33.22	34.45	35.65	36.93	36.93	36.93
	ENLISTED MEMBERS													
E-9	-	-	-	-	-	-	37.36	38.21	39.08	39.98	40.86	41.66	43.86	48.11
E-8	-	-	-	-	-	31.35	32.22	33.08	33.95	34.83	35.64	36.52	38.66	42.98
E-7	21.89	23.62	24.50	25.35	26.23	27.05	27.91	28.79	30.09	30.94	31.81	32.22	34.39	38.66
E-6	18.90	20.61	21.47	22.37	23.20	24.06	24.94	26.23	27.05	27.91	28.34	28.34	28.34	28.34
E-5	16.60	18.06	18.94	19.76	21.05	21.91	22.79	23.62	24.06	24.06	24.06	24.06	24.06	24.06
E-4	15.95	16.84	17.83	19.22	19.98	19.98	19.98	19.98	19.98	19.98	19.98	19.98	19.98	19.98
E-3	15.34	16.18	16.83	17.50	17.50	17.50	17.50	17.50	17.50	17.50	17.50	17.50	17.50	17.50
E-2	14.77	14.77	14.77	14.77	14.77	14.77	14.77	14.77	14.77	14.77	14.77	14.77	14.77	14.77
E-1	13.25	13.25	13.25	13.25	13.25	13.25	13.25	13.25	13.25	13.25	13.25	13.25	13.25	13.25

TABLE 13

REGULAR MILITARY COMPENSATION (RMC)

(ACTIVE MILITARY PERSONNEL)

YEARS OF SERVICE

PAY GRADE	UNDER 2	2	3	4	6	8	10	12	14	16	18	20	22	26
						COMMISSIONED OFFICERS								
O/S	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	59823.05
O-10	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	59829.47
O-9	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	54620.75	0.	57964.29
O-8	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	49468.21	0.	52925.81	52930.53
O-7	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	46629.17	46638.92	46633.98	46628.33
O-6	0.	0.	0.	0.	0.	29092.53	29092.53	28968.80	29886.69	33772.83	35253.37	35913.44	37730.61	40583.21
O-5	0.	0.	0.	25036.80	25850.16	25865.11	25673.15	26769.63	28238.69	30888.57	31473.88	32296.23	33285.58	0.
O-4	17948.98	20912.91	21946.21	21931.41	22243.87	23031.21	24288.73	25390.84	26340.88	27298.64	27944.04	0.	0.	0.
O-3	16523.43	17987.24	18944.37	20514.17	21289.80	21913.03	22863.17	23791.59	24270.97	0.	0.	0.	0.	0.
O-2	14411.71	15403.18	17784.36	18259.79	18560.61	18560.72	0.	0.	0.	0.	0.	0.	0.	0.
O-1	12236.88	12618.88	14615.81	14617.14	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
O-3E	0.	0.	0.	0.	21381.28	21912.80	22863.55	23791.72	24572.76	0.	0.	0.	0.	0.
O-2E	0.	0.	0.	18321.18	18564.69	19831.27	19822.29	20440.30	20903.68	0.	0.	0.	0.	0.
O-1E	0.	0.	0.	14614.46	15415.50	15881.79	16352.46	16811.92	17442.93	0.	0.	0.	0.	0.
ALL03	16523.43	17987.24	18944.37	20514.17	21289.80	21913.03	22863.18	23791.61	24514.12	0.	0.	0.	0.	0.
ALL02	14411.71	15403.18	17784.36	18259.81	18560.73	18875.30	19822.29	20440.30	20903.68	0.	0.	0.	0.	0.
ALL01	12236.88	12618.88	14615.81	14616.78	15415.50	15881.79	16352.46	16811.92	17442.93	0.	0.	0.	0.	0.
ALL CO	12411.11	14436.93	16818.82	19562.51	20896.97	21638.78	23133.11	24871.96	25268.69	28631.63	29603.89	32980.29	35381.97	41298.86
						WARRANT OFFICER								
W-4	0.	0.	0.	0.	0.	0.	20271.86	21290.82	22871.58	22696.65	23175.61	23794.37	24436.68	25981.11
W-3	0.	0.	0.	0.	16888.35	17709.74	18507.59	18979.72	19456.78	19916.84	20482.73	21027.83	21636.65	22255.68
W-2	13757.56	14536.74	14516.98	14826.46	15427.11	16065.54	16525.54	16989.86	17447.29	17928.28	18394.68	18862.31	19475.79	0.
W-1	11791.91	13807.47	13887.65	13776.65	14228.39	14684.64	15132.96	15611.74	16068.41	16531.77	16986.58	17473.34	0.	0.
ALL WO	11827.65	13868.64	13839.86	14619.15	15287.95	15743.31	16191.71	16788.53	17745.87	18572.98	19688.27	20649.95	22487.38	25846.92
ALLOFF	12489.75	14438.68	16768.98	19452.35	20611.83	21364.24	22881.58	24388.81	24784.56	27854.18	28627.99	32027.88	33869.98	39848.88
						ENLISTED MEMBERS								
M/S	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	26773.19
E-9	0.	0.	0.	0.	0.	0.	0.	18990.95	19319.18	19659.78	19998.15	20304.34	21137.85	22753.37
E-8	0.	0.	0.	0.	0.	16087.54	16376.36	16718.49	17046.89	17378.84	17685.97	18019.26	18840.34	20489.98
E-7	0.	12986.38	13216.96	13539.21	13879.83	14182.36	14583.99	14831.86	15319.68	15639.52	15967.88	16122.22	16941.38	18563.78
E-6	10862.57	11493.27	11883.54	12124.93	12444.84	12771.95	13186.85	13586.71	13889.68	14208.43	14368.76	0.	0.	0.
E-5	9705.22	10258.34	10584.84	10887.20	11347.29	11651.11	11976.96	12287.81	12452.24	0.	0.	0.	0.	0.
E-4	8972.34	9386.49	9679.62	10197.56	10476.38	0.	0.	0.	0.	0.	0.	0.	0.	0.
E-3	8394.16	8706.85	8947.24	9196.82	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
E-2	7985.72	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
E-1	7338.48	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.	0.
ALLENL	8081.21	9149.52	9841.54	10516.45	11216.82	12092.46	12677.45	13445.58	13987.36	15284.77	15365.43	16888.98	18215.18	21139.91
ALLOOO	8231.18	9484.77	10479.88	11814.15	12843.46	14385.65	15177.43	16153.88	17112.83	17558.84	18812.23	21834.72	23966.68	28399.96

CHAPTER XV

WOMEN IN THE MILITARY

A. Introduction

The Department of Defense has continued its program for increasing the number of women in the military and for increasing the number of career fields open to them. The DoD has revised personnel policies in the areas of assignment, utilization and promotion toward the goal of guaranteeing equal opportunity and treatment for women.

B. Numbers of Women in the Military

The number of enlisted women in the military services was less than 1% of enlisted strength until FY 1970. Since then the number has steadily grown, reaching 6% of the force in FY 1977, and is projected to reach 11% by FY 1983, as shown on the following table.

Table 1

FEMALE ENLISTED PERSONNEL (000s) AND PERCENT OF TOTAL ENLISTED PERSONNEL BY SERVICE AT END FISCAL YEAR

Fiscal Year	Army		Navy 1/		Marine Corps		Air Force		DoD Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
1966	9	0.9	5	0.8	2	0.7	5	0.7	21	0.8
1967	10	0.8	6	0.8	2	0.8	5	0.7	23	0.8
1968	11	0.8	6	0.8	3	0.9	6	0.8	25	0.8
1969	11	0,8	6	0.8	2	0.9	7	1.0	26	0.9
1970	12	1.0	6	0.9	2	0.9	9	1.4	28	1.1
1971	12	1.2	6	1.1	2	1.0	10	1.6	30	1.3
1972	12	1.8	6	1.2	2	1.2	12	1.9	32	1.6
1973	17	2.4	9	1.9	2	1.1	15	2.6	43	2.2
1974	26	4.0	13	2.8	2	1.4	20	3.7	61	3.3
1975	38	5.6	18	3.8	3	1.6	25	5.0	83	4.6
1976	44	6.5	19	4.2	3	1.7	29	6.1	95	5.3
1977	46	6.8	20	4.4	3	2.0	35	7.3	105	5.9
1978	51	7.5	20	4.4	4	2.1	42	8.9	117	6.5
1979	57	8.4	21	4.6	5	2.6	49	10.5	132	7.4
1980	60	8.8	24	5.2	5	3.0	55	11.9	144	8.0
1981	65	10.0	28	6.1	6	3.3	60	12.9	159	8.9
1982	72	10.6	32	7.0	7	3.8	66	14.2	177	9.9
1983	80	11.8	40	8.7	7	4.2	72	15.6	199	11.1

NOTE: Detail may not add to totals due to rounding.

1/ Navy numbers are predicated upon an amendment of 10 U.S.C. 6015 allowing assignment of women to sea duty.

The Secretary of Defense approved the increases discussed above after a careful review of the women's role and performance in the military.

One study, "The Use of Women in the Military", conducted by the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics) in May 1977 showed that women were performing well. Parameters of analysis included promotion, accession prospects, retention, distribution by occupational group, attrition, physical differences, cost comparisons, deployability, and combat restrictions. The study found little difference in the performance of men and women. It concluded that more women were willing to enlist than were being taken in and that they could be used productively.

In 1977, the Army also completed a "MAXWAC" study which showed no degradation in mission performance in the field for company-level units with up to 35% of the members being women. Women on sustained field operations were tested during exercise REFORGER 77. Results are not completely analyzed, but women appeared to do well to the extent that they were properly trained for their jobs.

C. Women in Combat.

One major block to the expanded use of women in the military is 10 USC 6015, which precludes the assignment of Navy women to aircraft that are engaged in combat missions and vessels of the Navy other than hospital ships and transports. This provision of the law excludes women from all operational units in the Navy, except a few aircraft squadrons and harbor craft. The Navy has had women aviators since 1972.

A similar restriction for Air Force aircrews exists in 10 USC 8549, but this law has little impact on enlisted Air Force women. During 1976, the U.S. Air Force implemented a test program of training women pilots and navigators. The first women pilots graduated in September 1977 and are assigned to transport, tanker and trainer aircraft. The Air Force has continued the program by entering women into two more undergraduate flying training classes.

In late 1977, the Air Force announced that women would be accepted into missile training beginning in March 1978.

The Army has no such legal constraints; rather, the Secretary of the Army is vested with authority to determine what positions in the Army are open to women. Women now are assigned to all units except infantry, armor, cannon field artillery, combat engineers, and low altitude air defense artillery units of battalion/squadron size or smaller and in all military occupational specialties except those concentrated in such units. For example, women are assigned to combat support and combat service support units in divisions, including maintenance battalions, communications battalions, brigade level headquarters and certain artillery units.

The Department of Defense proposes repeal of the restrictive laws (10 USC 6015 and 8549) and to have all the Service Secretaries set basic policy for the assignment of women. The Secretary of Defense would review these policies for consistency and appropriateness and report the status of women in the military annually to the Congress in this document.

Repeal of 10 USC 6015 would permit Navy women to serve on ships.

D. Equality for Military Women

Actions by Congress and DoD illustrate our concern about the equality of women in the military. The Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics), announced the immediate expansion and revitalization of the Defense Advisory Committee of Women in the Services (DACOWITS) in order to ensure this important external advisory body would have access and input to policy considerations pertaining to women.

The Subcommittee on Priorities and Economy in Government of the Joint Economic Committee conducted hearings during the summer of 1977 on the use of military women on active duty. Service representatives, retired senior officers, and interested organizations testified as to the experience, current use, and future projections regarding military women.

Of particular interest throughout the hearings was the question of whether women should be allowed to serve in combat and combat support units.

Congress, Section 303, P.L. 95-79 (FY 1978 DoD Appropriation Authorization Act), requires the Secretary of Defense to submit, inter alia, a definition of combat as it applies to women in the military, stating:

> Sec. 303. For the purpose of promoting equality and expanding job opportunities for the female members of the Armed Forces, the Secretary of Defense shall within six months from the enactment of the section, submit to the Congress a definition of the term "combat," together with recommendations on expanding job classifications to which female members of the armed services may be assigned, and recommendations on any changes in law necessary to implement these recommendations.

The DoD response to this Congressional tasking, as related to women in the military, is being reported to Congress by separate correspondence.

The 1978 DoD Appropriation Act, P.L. 95-79, also established a 6-year military service obligation for women. Male enlistees have had a 6-year obligation for a number of years. This action signals to young women that they shall share equal responsibilities along with equal opportunities in military service.

XVI RESERVISTS ON ACTIVE
DUTY FOR TRAINING

CHAPTER XVI

RESERVISTS ON ACTIVE DUTY FOR TRAINING AND FOR ADMINISTRATION

A. Introduction

The information in this Chapter is in response to a request by the House and Senate Conferees on the FY 1978 Department of Defense Appropriation Authorization Act (Senate Report 95-282 and House Report 95-446). Conferees' are concerned that reservists called to active duty for activities such as recruiting and administration of the reserves are being considered on active duty for training.

B. Information Requested by Congress

To provide greater visibility in the Congressional authorization of reservists on active duty, the conferees requested that the Military Manpower Requirements Report for FY 1979 list the following:

> "(1) the number of reservists on active duty for training identified by type of training (initial, annual, schools, or post-initial field training),
> (2) the number of reservists on active duty for the administration of reserve programs to include activities in connection with organizing, administering, recruiting, instructing, or training of reserves, and
> (3) the number of reservists on temporary active duty in support of active force missions by type of mission.

Each category should be identified for each Reserve Component by man-years and end strength for each year included in the Fiscal Year 1979 Military Manpower Requirements Report."

Tables on pages XVI-3 through XVI-9 display the requested information. Footnotes applicable to these tables are on page XVI-10.

C. DoD Policy

The paid drill policy cited below was established to clarify procedures related to reserves on active duty. This policy, implemented on August 4, 1977, provides greater clarity and visibility for non-training functions in this and future budget submissions.

PAID DRILL POLICY

"Paid drills (48, 24, etc.) which provide for unit training assemblies and the 14-15 days of annual training and proficiency paid drills of the Selected Reserve will be used only for the purpose of training to increase the skills of units and individuals. Therefore, effective 15 August 1977 these drills will not be used for administrative functions

such as recruiting. This will also apply to paid annual training for members of the Individual Ready Reserve.

This policy does not prohibit the normal unit administrative functions which are required as part of the unit's training assemblies such as counseling of personnel whose expiration of obligated service is approaching.

Previously approved program levels provide for a number of additional drills and/or man-days considered necessary for recruiting purposes. To the extent increases above the levels provided for in the FY 1978 President's Budget are required, appropriate requests should be forwarded as soon as possible to the OASD(Comptroller). In addition to those full-time personnel performing recruiting functions, future budget submissions should identify separately the number of additional drills and/or man-days requested for recruiting purposes. Drills/man-days used for recruiting purposes must be clearly identified in orders for this purpose.

Commitments made by unit commanders prior to 15 August 1977 to divert personnel from training for recruiting may be honored.

The Department has recognized the need to provide greater clarity in the training area and has proposed a change to Title 10, United States Code, for that purpose. In accordance with directions from the House Armed Services Committee such an amendment will be provided to the Committees on Armed Services later this year."

ARMY NATIONAL GUARD MANPOWER REQUIREMENTS BY TYPE OF ACTIVE DUTY

	FY 77 ACTUAL	FY 78	FY 79	FY 80 AUTH
		FY 79 BUDGET		
Active Duty For Training[1]				
	MY/NP*	MY/NP*	MY/NP*	MY/NP*
Type of Training				
Initial[2]	14902/56092	13342/62334	13072/60130	15054/59783
Annual[3]	13751/316173	13808/317490	14146/325254	14146/325254
Schools[4]	1721/40728	2442/50349	1527/33297	1527/33297
Special[5] a/	271/13534	435/23474	435/23603	435/23603
Active Duty For Administration				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
A. Statutory Tours				
10 USC 265	25/24	27/27	27/27	27/27
10 USC 3015	1/1	1/1	1/1	1/1
10 USC 3033 (h)	8/8	9/9	9/9	9/9
10 USC 3496	28/29	31/31	31/31	31/31
32 USC 708	49/51	49/49	49/49	49/49
B. Other Administrative Support				
Recruiting				
o Part-Time	640/ b/	129/ b/	14/ b/	14/ b/
o Full-Time	477/834	1228/1750	1228/1744	1228/1744
Training/ Instructing				
o Full-Time	162/121	282/291	273/278	273/278
Management Support				
o Part-Time	86/ b/	48/ b/	48/ b/	48/ b/
Active Duty in Support of Active Missions[6]				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
	0/0	0/0	0/0	0/0

NOTE: Numerical footnotes explained on page XVI-10.

a/ Excludes recruiting/retention and management support which are shown below.
b/ Not Applicable.

*MY = Man years
NP = No. Participants
ES = End Strength

ARMY RESERVE MANPOWER REQUIREMENTS BY TYPE OF ACTIVE DUTY

	FY 77 ACTUAL	FY 78	FY 79	FY 80 AUTH
		FY 79 BUDGET		
Active Duty For Training[1]				
	MY/NP*	MY/NP*	MY/NP*	MY/NP*
Type of Training				
Initial[2]	3601/17796	2714/18636	3357/21240	3935/23567
Annual[3]	7083/181842	7433/182183	7587/187138	7933/195918
Schools[4] [a]	1034/25775	1584/29506	639/15469	639/15469
Special[5] [b]	575/50590	706/42179	399/75267	399/75267
Active Duty For Administration				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
A. Statutory Tours				
10 USC 175 (a) (9)	1/1	1/1	1/0	0/0
10 USC 265	54/57	57/55	55/56	55/56
10 USC 3019	1/1	1/1	1/1	1/1
10 USC 3033 (h)	7/7	7/7	7/7	7/7
B. Other Administrative Support				
Recruiting				
o Part-Time	369/ [c]	158/ [c]	14/ [c]	14/ [c]
o Full-Time	908/1249	1438/1562	1531/1562	1562/1562
Training/ Instructing (Steadfast)				
o Full-Time	259/284	469/373	361/392	392/392
Management Support				
o Part-Time	154/ [c]	127/ [c]	30/ [c]	30/ [c]
Active Duty in Support of Active Missions[6]				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
	0/0	0/0	0/0	0/0

NOTE: Numerical footnotes explained on page XVI-10.

[a] Excludes 1,013 manyears and 4,051 participants in FY 1979 relative to the initial training of ROTC graduates. This Program was carried in school training prior to 1979.

[b] Excludes recruiting/retention and management support which are shown below.

[c] Not Applicable.

*MY = Man years
NP = No. Participants
ES = End Strength

NAVAL RESERVE MANPOWER REQUIREMENTS BY TYPE OF ACTIVE DUTY

	FY 77 ACTUAL	FY 78	FY 79	FY 80
		FY 79 BUDGET		AUTH
Active Duty For Training[1]				
	MY/NP*	MY/NP*	MY/NP*	MY/NP*
Type of Training				
Initial[2]	607/2590	1000/2642	1000/2956	1000/2956
Annual[3]	3386/82870	3024/73897	2390/59364	2390/59364
Schools[4]	62/ 922	116 1841	56/ 855	56/ 855
Special[5] [a]	248/ 8482	150/ 5217	135/ 4315	135/ 4315
Active Duty For Administration				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
A. Statutory Tours				
10 USC 265	195/198	206/207	206/207	206/207
B. Other Administrative Support				
Training/ Instructing o Full-Time	3/3	2/2	0/0	0/0
Management Support o Part-Time	30/[b]	27/[b]	21/[b]	21/[b]
Active Duty in Support of Active Missions[6]				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
	0/0	0/0	0/0	0/0

NOTE: Numerical footnotes explained on page XVI-10.

[a] Excludes management support which is shown below.
[b] Not Applicable.

*MY = Man years
NP = No. Participants
ES = End Strength

MARINE CORPS RESERVE MANPOWER REQUIREMENTS BY TYPE OF ACTIVE DUTY

	FY 77 ACTUAL	FY 78	FY 79	FY 80 AUTH
		FY 79 BUDGET		
Active Duty For Training[1]				
	MY/NP*	MY/NP*	MY/NP*	MY/NP*
Type of Training				
Initial[2]	2849/ 7620	2987/ 8200	2644/8000	2644/8000
Annual[3]	1040/27826	1136/30309	1178/30869	1178/30869
Schools[4]	87/ 2606	64/ 1720	64/ 1720	64/ 1720
Special[5] a/	175/ 3538	114/ 2648	114/ 2648	114/ 2648
Active Duty For Administration				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
A. Statutory Tours				
10 USC 265	66/66	66/66	66/66	66/66
B. Other Administrative Support				
Recruiting				
o Part-Time	122/b/	122/b/	122/b/	121/b/
o Full-Time	0/0	0/0	0/0	0/0
Management Support				
o Part-Time	45/b/	22/b/	22/b/	22/b/
Active Duty in Support of Active Missions[6]				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
	0/0	0/0	0/0	0/0

NOTE: Numerical footnotes explained on page XVI-10.

a/ Excludes recruiting/retention and management support which are shown below.
b/ Not Applicable.

*MY = Man years
NP = No. Participants
ES = End Strength

AIR NATIONAL GUARD MANPOWER REQUIREMENTS BY TYPE OF ACTIVE DUTY

	FY 77 ACTUAL	FY 78 FY 79 BUDGET	FY 79	FY 80 AUTH
Active Duty For Training[1/]	MY/NP*	MY/NP*	MY/NP*	MY/NP*
Type of Training				
Initial[2/]	1420/5311	1539/5841	1902/6915	1991/7934
Annual[3/]	3499/83984	3530/84715	3515/84368	3574/85782
Schools[4/]	868/7684	861/6251	914/6591	914/6591
Special[5/] a/	761/32072	888/37743	1047/35707	1047/35707
Active Duty For Administration	MY/ES*	MY/ES*	MY/ES*	MY/ES*
A. Statutory Tours				
10 USC 265	65/68	67/67	67/67	67/67
10 USC 8033 (h)	6/6	6/6	6/6	6/6
10 USC 8496	32/34	36/36	36/36	36/36
32 USC 708	4/4	4/4	4/4	4/4
B. Other Administrative Support				
Recruiting				
o Part-Time	7/ b/	2/ b/	2/ b/	2/ b/
o Full-Time	289/352	361/361	411/422	411/422
Training/ Instructing				
o Full-Time	10/11	10/11	12/12	12/12
Management Support				
o Part-Time	113/ b/	62/ b/	62/ b/	62/ b/
o Full-Time	7/14	45/43	43/43	43/43
Active Duty in Support of Active Missions[6/]	MY/ES*	MY/ES*	MY/ES*	MY/ES*
Tactical/Mobility	11/12	12/12	12/12	12/12

NOTE: Numerical footnotes explained on page XVI-10.

a/ Excludes recruiting/retention and management support which are shown below.
b/ Not Applicable.

*MY = Man years
NP = No. Participants
ES = End Strength

AIR FORCE RESERVE MANPOWER REQUIREMENTS BY TYPE OF ACTIVE DUTY

	FY 77 ACTUAL	FY 78	FY 79	FY 80
		FY 78 BUDGET		AUTH
Active Duty for Training 1/				
	MY/NP*	MY/NP*	MY/NP*	MY/NP*
Type Training				
Initial 2/	805/3715	1470/4151	1470/4829	1470/4829
Annual 3/	1694/42746	1853/44965	1917/46584	2005/48843
Schools 4/	714/14232	837/15957	831/15678	846/16994
Special 5/ a/	701/69115	760/72724	735/74653	728/75472
Active Duty for Administration				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
A. Statutory Tours				
10 USC 265	95/98	102/102	107/107	107/107
10 USC 8019	1/1	1/1	1/1	1/1
10 USC 8033(b)	5/6	6/6	6/6	6/6
B. Other Administrative Support				
Recruiting				
o Part-Time	92/b/	94/b/	94/b/	94/b/
o Full-Time	186/186	193/200	200/200	298/298
Training/Instructing				
o Full-Time	0/0	0/0	0/0	0/0
Management Support				
o Part-Time	162/b/	161/b/	161/b/	161/b/
o Full-Time	37/37	57/57	51/51	51/51
Active Duty in Support of Active Force 6/				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
	0/0	0/0	0/0	0/0

NOTE: Numerical footnotes explained on page XVI-10.

a/ Excludes recruiting/retention and management support which are shown below.
b/ Not applicable.

*MY = Man years
NP = No. Participants
ES = End Strength

DOD RESERVE MANPOWER REQUIREMENTS BY TYPE OF ACTIVE DUTY

	FY 77 ACTUAL	FY 78 FY 79 BUDGET	FY 79	FY 80 AUTH
Active Duty For Training[1]				
	MY/NP*	MY/NP*	MY/NP*	MY/NP*
Type of Training				
Initial[2]	24184/93124	23052/101804	23445/104070	26094/107069
Annual[3]	30453/735441	30784/733559	30733/733577	31226/746030
Schools[4]	4486/91947	5904/105624	4031/73610	4046/74926
Special[5] a/	2731/177331	3053/183985	2865/216193	2858/217012
Active Duty For Administration				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
A. Statutory Tours				
10 USC 175(a)(9)	1/1	1/1	1/0	0/0
10 USC 265	500/511	525/524	528/530	528/530
10 USC 3015	1/1	1/1	1/1	1/1
10 USC 3019/8019	2/2	2/2	2/2	2/2
10 USC 3033/8033	26/27	28/28	28/28	28/28
10 USC 3496/8496	60/63	67/67	67/67	67/67
32 USC 708	53/55	53/53	53/53	53/53
B. Other Administrative Support				
Recruiting				
o Part-Time	1230/b/	505/b/	246/b/	245/b/
o Full-Time	1860/2621	3220/3873	3370/3928	3499/4026
Training/Instructing				
o Full-Time	434/419	763/677	646/682	677/682
Management Support				
o Part-Time	590/b/	447/b/	344/b/	344/b/
o Full-Time	44/51	102/100	94/94	94/94
Active Duty in Support of Active Forces[6]				
	MY/ES*	MY/ES*	MY/ES*	MY/ES*
Tactical/Mobility	11/12	12/12	12/12	12/12

NOTE: Numerical footnotes explained on page XVI-10.

a/ Excludes recruiting/retention and management support which are shown below.
b/ Not Applicable.

*MY = Man years
NP = No. Participants
ES = End Strength

FOOTNOTES:

1/ Personnel engaged in these types of training encumber Selected Reserve unit positions except for training/pay categories D and E which are included in annual training.

2/ The initial active duty for training (IADT) period of non-prior service enlistee.

3/ The minimum period of annual active duty for training or annual field training which a member performs each year to satisfy the annual training requirements associated with his reserve assignment.

4/ Training associated with the following categories:
- Skill Acquisition Training other than IADT
- Refresher and Proficiency Training
- Career Development Training
- Unit Conversion Training
- Undergraduate Pilot and Navigator Training
- Officer Candidate School
- Reserve Officer Training Corps (ROTC) Graduates
- Recruiter Training

5/ Special training necessary to improve individual and unit combat proficiency and to increase mobilization readiness:
- Exercises
- Conferences and Visits
- Operational Training
- Service Mission/Mission Support
- Competitive Events

6/ Excludes data shown in Special Active Duty for Training.

XVII MANPOWER DATA
STRUCTURE

CHAPTER XVII

MANPOWER DATA STRUCTURE

A. Introduction

This chapter provides a final review of Department of Defense efforts to improve the structure and consistency of the Defense Planning and Programming Categories (DPPC) used in this report. It also includes audit trails of changes to the DPPC which have been implemented since publication of the Defense Manpower Requirements Report for FY 1978.

B. Defense Planning and Programming Category Improvements

The activities and results addressed in the following paragraphs are responsive to Senate Armed Services Committee requirements for improvement in DPPC definition as discussed in Committee reports on Defense appropriation authorizations for fiscal years 1975 through 1978. A project to develop DPPC improvements was initiated in April, 1975. A progress report[1/] was submitted to the Congress in October, 1975, and interim status updates were also included in Defense Manpower Requirements Reports for FY 1977 and FY 1978. The project has now been completed; this section summarizes objectives and results.

1. Background

a. Objectives and Approach. In developing DPPC improvements, the overall Department of Defense (DoD) objectives have been to make the planning categories a more effective tool for determination, display, and justification of manpower requirements as well as to facilitate communication within DoD and between DoD and the Congress. The Department recognized that there had been problems in the way manpower requirements were arrayed. Because the DPPC are made up of the same program element (PE) building blocks as the Five Year Defense Program (FYDP) and Defense Budget, the underlying data structure has had to serve a wide variety of users, both within and outside of the Department of Defense. In attempting to satisfy the various and sometimes conflicting needs of these users, the structure has, over the years, developed inconsistencies that carry over into the DPPC. As a result, the use of the DPPC for analysis of manpower requirements has been complicated by differences in the treatment of resources within and among the Military Services and Defense Agencies.

1/ US Department of Defense, Improvements in the Defense Manpower Requirements Reports and the Defense Planning and Programming Categories: A Progress Report (Washington, D.C.: Department of Defense, October, 1975).

Three alternative approaches to DPPC improvements were considered initially:

- Revision of the DPPC structure by changing the number, grouping, and titles, and the PE content of DPPC. Redefinition of individual PEs was not an option under this alternative.

- Revision of the PE structure and definitions by redefining the content and relationships of program elements.

- Development of a non-PE-based structure for the array of manpower requirements.

Evaluation of these alternatives clearly favored revision of the PE structure and definitions, although it was recognized that the impact on management procedures and data systems could be substantial. Without PE modifications, the alternative of DPPC revision would provide little improvement in the consistency and unit/mission orientation of resource arrays. The third alternative, a non-PE-based structure for manpower as an addition to existing FYDP/DPPC arrays, would have created a need to develop and maintain a new major system and crosswalk capability. A non-PE based system would also lead to problems in relating manpower requirements to dollars in the Defense management structure.

The decision to retain the PE as the base for the manpower data structure required the Department to improve the internal consistency and logic of the PE structure prior to adjusting the DPPC array. There was also a need to link capabilities, units, and missions to manpower and costs on a more systematic basis.

Because of the sheer magnitude of the effort that a review of the FYDP structure would involve, and also because of the need for stability in that structure, a decision was made to study selected areas of the DPPC and to develop changes on a phased, incremental basis. The following general guidelines and objectives focused the effort:

- A primary unit/mission orientation for the PE

- Reliance on substructure/subsystems for detail such as:

  - Function

  - Individual units

  - Location

  - Skill

- Uniform PE/DPPC definitions:
  - Within structure
  - Across Services
- Logical coding structure

b. Major Areas of Concentration. The table below shows the major areas which have been addressed in the course of the DPPC improvement project. For each, a separate analysis was conducted; these particular areas were selected for study because they were assessed as offering the greatest potential for significant improvement. Each will be discussed in further detail in the paragraphs which follow.

MAJOR AREAS OF CONCENTRATION

PE/Unit Relationships

Management Headquarters/Command

Training, Medical & Other Personnel Activities

Base Operations

Reserve/Active Match

Telecommunications

Intelligence

Research and Development

Individuals

Logistics

Support to Other Nations

Overall DPPC Structure

2. Results to Date

Last year's Manpower Requirements Report indicated that PE and associated DPPC changes not already implemented would be accomplished during calendar year 1977. In some instances, this did not occur; however, the impact of most major actions is reflected in this report.

These actions have previously been reviewed by House and Senate Armed Services Committee staffs and complete crosswalks from old to new structure have been provided. A summary of these audit trails is included in Section C of this chapter, together with complete audit trails for some minor additional structural changes resulting from recent PE revisions.

a. Program Element/Unit Relationships. The review of PE/unit relationships addressed the way that the program element structure was being applied in the individual units of each Service. This evaluation was discussed extensively in the progress report submitted in October, 1975 and again in previous Defense Manpower Requirements Reports. The basic objective of this task was to identify means of increasing the numbers of units with manpower accounted for in only one program element. This would facilitate the direct aggregation of unit manpower authorizations into program elements in the FYDP (and thus simplify manpower accounting) and improve the connection between planning categories and units in the field. Practical considerations prevented achieving a 100% application of a single PE per unit. Staff activities within the Office of the Secretary of Defense and the Services need management visibility of weapon system, functional, and financial detail through the PE structure. Achieving this detail sometimes requires more than one PE per unit. Additionally, widespread structural changes would have been necessary to obtain a 100% match. Nevertheless, a number of program element definitions were changed to reduce multiple PEs in units. Most of these redefinitions were included in the training, medical and other personnel activities change discussed in subparagraph c. below.

Even though it was found necessary to retain multiple PEs in some units, it is the Department's intent to continue to improve manpower resource visibility by reducing multiple PEs within units wherever practical and by stressing PE discipline within Service manpower accounting systems.

b. Management Headquarters/Command. There were major difficulties in the way manpower resources were being reported and accounted for in management headquarters units and the Command DPPC. Although the management headquarters of the DoD were specifically defined and identified by DoD directive, identification of management headquarters manpower through the PE structure was not possible. Management headquarters units, or parts of these units, were to be found in almost every DPPC. Management headquarters were distinctly different from the Command DPPC despite a tendency to consider them to be synonymous. Army management headquarters units, for example, constituted only about 35% of the Army Command DPPC. The remaining 65% of the Command DPPC consisted of centralized support activities such as combat developments, personnel and finance centers, and various other specialized activities not involved in management headquarters functions.

To correct these problems, a new set of program elements has been established to account for management headquarters units. The DPPC structure has been changed by eliminating the Command categories and establishing Management Headquarters and Centralized Support Activities categories. These changes permit discrete identification of management headquarters units through the program element structure and also correct or eliminate cross-service inconsistencies in the reporting of these headquarters units. Management headquarters are now identifiable in the DPPC structure, and the numbers in the Defense Manpower Requirements Report and in budget justification books submitted to the Congress can now be related one to the other. This change has been fully implemented in this report.

c. Training, Medical and Other Personnel Activities (Program 8). The training, medical and other personnel activities package establishes standard, uniform PE structures and definitions for the major elements of Major Defense Program 8. The initial increment addressed the non-training elements of the program and was implemented in the FY 1977 budget. The more complex training changes have now been implemented and are reflected in this report.

Manpower resources which were treated differently by the various Services have been placed on a more comparable basis in both the PE and DPPC structures by instituting standard program element definitions and structure. This training change has resolved long-standing inconsistencies within the Military Manpower Training Report, Defense Manpower Requirements Report, and budget justification books. Key features of this new training structure are as follows:

- Consistent cross-service definitions of recruit training, officer acquisition training, specialized skill training, flight training, and professional development education.

- Accommodation of both conventional recruit training and integrated recruit and enlisted initial skill training (such as Army one-station unit training).

- Standard treatment of service academies by including preparatory schools and displaying academy base operating support separately for all services.

- Transfer from the Individual Training DPPC of non-individual training resources associated with combat developments, support of unit training, and base operating support.

- Transfer to a new program element entitled Training Support to Units in the Force Support Training DPPC of resources associated with field training teams and nonresident instruction.

- Transfer into the Individual Training DPPC of individual training activities and their related resources now found in other programs.

- Consistent treatment by all Services of training base operating support resources.

d. Base Operating Support. Two completed structural changes have been made in the Base Operating Support category. The Army initiated an action involving augmentation manpower for Army divisions which was evaluated and modified in conjunction with the DPPC study. This Army action shifted support resources from the Land Forces (Division Forces) category to Base Operating Support to provide for correct identification of these resources within the DPPC structure. The manpower involved is in table of distribution and allowances (TDA) augmentations to Army divisions. These augmentations perform base operating support functions rather than combat missions. The change was implemented within DoD in May, 1977, and is reflected in this report.

The second action established standard, consistent PE definitions for commissary operations within all Services. All commissary resources are now included in the Base Operating Support category. The impact of this change was reflected in last year's Defense Manpower Requirements Report.

In addition to the actions cited above, various other alternatives were evaluated with the objective of providing more uniform definitions and consistent identification of base operating support resources within the program element structure. A structural change supportive of this objective is currently under evaluation by the DoD staff; however, the impact of proposed actions is not reflected in this report since a final decision has not yet been reached.

e. Reserve/Active Match

Another DPPC study has resulted in development of a formal change that has recently been approved. It involves an internal restructuring of FYDP Program 5, Guard and Reserve Forces.

This change will primarily affect Selected Reserve authorizations. Its objective is to provide more parallel treatment with active forces. Its impact will be reflected in next year's Defense Manpower Requirements Report.

f. Telecommunications

The review of telecommunications encompassed the Centrally Managed Communications DPPC plus program elements for base communications, command and control in Strategic Control and Surveillance and other telecommunications activities. The structural alternative considered

was to place all of these program elements in one DPPC for Communications and Command Control and delete Centrally Managed Communications. This alternative was not adopted because of management's need to continue associating communications with the activities supported, e.g., Fleet Ballistic Missile Systems, Aerospace Defense, and base communications.

g. Intelligence

The review of Intelligence comprised both the Intelligence and Security DPPC and that part of Major Defense Program 3 entitled "Intelligence and Security". All of the required changes involved management headquarters, base operating support, training, and reserve forces. These changes were addressed in the reviews dealing with those areas.

The use of the same title, Intelligence and Security, for both the DPPC and Major Defense program has created confusion because the two categories do not encompass the same resources. Accordingly, the DPPC title has been changed to Intelligence and the Major Defense Program title has been changed to General Intelligence and Cryptologic Activities.

h. Research and Development

Review of this area has resulted in minimal change in the array of research and development manpower by DPPC. No significant changes have been made other than those required for consistent and appropriate categorization. Changes include reassigning the Electromagnetic Capability Analysis Center to Centrally Managed Communications, and the Eastern Test Range program element to Base Operating Support.

i. Individuals

Improved definitions for Individuals were promulgated in the Program 8 change addressed earlier; however, the effort to improve the consistency of service applications for these definitions has continued. Plans are under way to standardize, to a much greater extent than at present, strength accounting definitions, accounting policies and rules, treatment of nonavailable time, and definitions of accountable strength.

j. Logistics

The review of Central Logistics encompassed all of the DPPC for Logistics and Major Defense Program 7, Central Supply and Maintenance. Generally, the study has resulted in a realignment of the contents of program elements to increase the uniformity of Program 7 and the Logistics DPPC applications across the Services. Specifically, action is being taken to:

- Eliminate and consolidate program elements.

- Provide for uniform content of program elements through use of new and more specific program element definitions.

Other than changing the DPPC title to "Central Logistics", in order to differentiate these resources from those organic to force units, modifications in the logistics area are not scheduled for implementation until April, 1978. Although extensive adjustment will be made within the Central Logistics category, little, if any, realignment of resources among the DPPCs is anticipated.

k. Support to Other Nations

The review of this area has resulted in the elimination of the Support to Other Nations DPPC. Initially, most of the affected program elements will go into the Centralized Support Activities DPPC, but, eventually, resources may be distributed to the programs and functional areas from which they come or support. This will be contingent on the development of the manpower subsystem discussed below. For management purposes, Foreign Military Sales and Military Assistance Program resources will still be aggregated into Major Defense Program 10, Support of Other Nations. This change in structure reduces the potential for confusion between the similarly titled, but dissimilar, DPPC and FYDP program. Additionally, the definition of the Foreign Military Sales Support PE has been rewritten to eliminate inconsistencies in its coverage.

Separate action is underway to develop a manpower subsystem to provide data on full- and part-time manpower involved in Foreign Military Sales and Military Assistance Program activities.

l. General DPPC Structure

As a final action in the study to improve DPPC, an overall review was made of the DPPC structure. The resultant changes are reflected in this report. Section C of this Chapter includes summary audit trails from the structure used in last year's Manpower Requirements Report. This modified DPPC structure has the following features:

- Combination of Mission Support Forces and Central Support Forces into a category titled Support Activities. The previous distinction between Mission Support and Central Support did not fully serve either internal DoD needs or those of the Congress. The new structure continues to divide both Base Operating Support and Management Headquarters into resources for combat commands and for support commands, to be used whenever such a distinction is required.

- Changes in titles to avoid confusion with Major Defense Programs and categories, such as:

Old Title	New Title
Strategic Forces	Strategic
General Purpose Forces	Tactical/Mobility

- New DPPC for Management Headquarters and for Centralized Support Activities, including separate categories for Management Headquarters-Defense Agencies and Management Headquarters-International Military Organizations (discussed previously under Management Headquarters/Command).

- Discontinuance of the Support to Other Nations DPPC (discussed previously under Support to Other Nations).

- Change in title of Logistics to Central Logistics (to distinguish this from direct support logistics included in other categories).

To ensure that the new DPPC will be interpreted uniformly, definitions have been developed. These are included at the conclusion of this Chapter. These are the first prescriptive DPPC definitions, specifying both what is to be included and what is to be excluded. They are also designed to guide the overall assignment of new PEs to DPPC. These definitions will promote stability, consistency, and improved resource visibility since they will inhibit indiscriminate shifts of PEs among categories and identify the general unit and functional makeup of each DPPC.

3. Benefits

Manpower is a key Department of Defense resource. An effective accounting structure to support determination and presentation of manpower requirements is essential. The effect of these changes in the DPPCs and their underlying PE structure will be a significant improvement in the DoD manpower accounting structure. Some specific benefits are as follows:

- Improved clarity and accuracy of published program element definitions.

- More logical assignment of program elements within the DPPC structure.

- Visibility of manpower in major emphasis areas, such as training and management headquarters.

- More consistent assignment of manpower to categories, both within and among Services.

- Better understanding of program elements and DPPC content, and the relationships of manpower requirements to missions, units, and functions.

- Increased consistency between the Defense budget, and training and manpower reports.

- Increased stability of the DPPC structure in the future as a result of institutionalizing procedures for assignment of program elements to the DPPC.

- Better insights into similarities and differences in the way Services and Defense Agencies account for and program manpower requirements.

Considerable progress has been made. Refinements will, of course, continue as indicated by new conditions. The current results, however, support both internal DoD management needs and Congressional requirements. The Department of Defense understands fully the Congressional need for stability and consistency in the definitions of manpower categories as an aid to the review of manpower requirements. All category changes which have occurred or will occur because of this effort have been evaluated to insure that the resultant management benefits outweigh problems caused by implementation.

Even though the DPPC Improvement Project has been completed, the Armed Services Committee staffs will continue to be informed as evolutionary refinements are made and, as in the past, crosswalks from old to new category definitions and historical audit trails will be provided as necessary. It is not anticipated, however, that changes of the scope reflected in this report will be required again.

C. Relationship of Defense Planning and Programming Categories to Major Defense Programs

The Defense Planning and Programming Categories (DPPC) are derived from the same program elements as the Five Year Defense Program (FYDP). The two management structures are simply alternative groupings of the same resource elements. The ten Major Defense Programs which comprise the FYDP are the basic financial and manpower resource management array for the Department. The DPPC structure is used for presentation of manpower requirements to the Congress in this report.

The following chart illustrates the way program element building blocks are used in these two arrays. Each of the ten Major Defense Programs includes all program elements with resources that are specifically identified and measurable to that program. This includes both

mission elements, such as bomber squadrons, divisions, or maintenance depots, as well as sustaining elements like base operations. The DPPC, on the other hand, group elements into cross-sections related to direct force application (Strategic and Tactical/Mobility) and maintenance of force readiness (Auxiliary, Support Forces, and Individuals). Thus, the Strategic DPPC includes strategic aircraft resources from both Programs 1 (Strategic Forces) and 5 (Guard and Reserve) as well as airborne command post elements from Program 2 (General Purpose Forces), strategic control elements from Program 3 (Intelligence and Communications) and strategic research and development project elements from Program 6. Base operations elements for Program 1 are collected in the Support Activities DPPC along with those from other programs. Both methods of looking at Defense resources have their advantages and disadvantages and the aggregation used is dependent on the particular needs of the manager.

PROGRAM ELEMENTS: THE BUILDING BLOCKS

DEFENSE PLANNING AND PROGRAMMING CATEGORIES	MAJOR DEFENSE PROGRAMS									
	1 STRATEGIC	2 GENERAL PURPOSE	3 INTELL & COMM	4 AIRLIFT/ SEALIFT	5 GUARD & RESERVE	6 RESEARCH & DEVELOP	7 CENTRAL SUPPLY & MAINT	8 TRAINING MEDICAL & OTH PERS	9 ADMIN & ASSOCIATED	10 SPT OF OTHER NATIONS
STRATEGIC	STRAT AIRCRAFT STRAT MISSILE CMD CNTL COMM SURV & WARN CIVIL DEFENSE	AIRBORNE CMD POST	NAT MIL CMD SYS		STRAT AIRCRAFT STRAT MISSILE	STRAT ACFT PROJ STRAT MSL PROJ CMD/CNTL PROJ SURV & WARN PROJ			WWMCCS ADP	
TACTICAL/MOBILITY		DIVISION FORCES THEATER FORCES TACTICAL AIRCRAFT TAC AIR CONTROL NAVAL FORCES	TAC AIR CONTROL AEROSPACE RESCUE	TACTICAL AIRLIFT STRATEGIC AIRLIFT SEALIFT TRAFFIC MGMT	DIVISION FORCES THEATER FORCES TACTICAL AIRCRAFT TAC AIR CONTROL NAVAL FORCES AIRLIFT (TAC & STRAT) SEALIFT	DIVISION FCS PROJ TAC ACFT PROJ TAC AIR CNTL PROJ NAVAL FCS PROJ				
AUXILIARY			INTELLIGENCE COMMUNICATIONS GEOPHYSICAL		INTELLIGENCE COMMUNICATIONS GEOPHYSICAL	RESEARCH PROJECTS EXPLOR DEV PROJ ADVANCED DEV PROJ ENG DEV PROJECTS MANAGEMENT				
SUPPORT ACTIVITIES	BASE OPERATIONS BASE COMM COMBAT TRAINING MANAGEMENT HQ	BASE OPERATIONS BASE COMM COMBAT TRAINING AERIAL DEMO LOGISTIC SUPPORT MANAGEMENT HQ	BASE OPERATIONS BASE COMM AIR TRAFFIC CNTL COUNTER INTEL INVESTIGATION NUCLEAR AGY MANAGEMENT HQ	BASE OPERATIONS BASE COMM COMBAT TRAINING MANAGEMENT HQ	BASE OPERATIONS BASE COMM COMBAT TRAINING MOB BASE UNITS MEDICAL RECRUITING OTHER TRAINING LOGISTICS MANAGEMENT HQ	MEDICAL PROJECTS MANPOWER PROJECTS MANAGEMENT HQ	BASE OPERATIONS BASE COMM CENTRAL SUPPLY CENTRAL MAINT EASTERN TEST RANGE OTHER LOG SUPT MANAGEMENT HQ	BASE OPERATIONS BASE COMM MEDICAL RECRUITING EDUCATION & TRNG MANAGEMENT HQ	BASE OPERATIONS BASE COMM PUBLIC AFFAIRS OTHER ADMIN FED AGY SPT MANAGEMENT HQ	INTERNATIONAL HQ NATO INFRASTRUCT MAAGS/MSNS/MILGPS MILITARY ASSISTANCE
INDIVIDUALS	CREW TRNG STUDENTS	CREW TRNG STUDENTS		CREW TRNG STUDENTS	RECRUIT TRNG STUDENTS			TRANSIENTS PATIENTS PRISONERS HOLDEES TRAINEES STUDENTS CADETS		

D. Changes to the Defense Planning and Programming Categories

This section contains a comparative listing of the old and new DPPC, a summary of audit trails of DPPC structure changes previously provided to the Congress, and an explanation of minor management actions that further impact on the DPPC.

1. Old and New DPPC Categories.

Old (1978 DMRR)	New (1979 DMRR)
Strategic Forces	Strategic
Strategic Offensive Forces	Offensive Strategic Forces
Strategic Defensive Forces	Defensive Strategic Forces
Strategic Control and Surveillance Forces	Strategic Control and Surveillance Forces
General Purpose Forces	Tactical/Mobility
Land Forces	Land Forces
Tactical Air Forces	Tactical Air Forces
Naval Forces	Naval Forces
Mobility Forces	Mobility Forces
Auxiliary Forces	Auxiliary Activities
Intelligence	Intelligence
Centrally Managed Communications	Centrally Managed Communications
Research & Development	Research and Development Activities
Support to Other Nations	
Geophysical Activities	Geophysical Activities
Mission Support Forces	Support Activites
Reserve Component Support	
Base Operating Support	Base Operating Support
Force Support Training	Force Support Training
Command	
	Medical Support
	Personnel Support
	Individual Training
Central Support Forces	Central Logistics
Base Operating Support	Centralized Support Activities
Medical Support	Management Headquarters
Personnel Support	Federal Agency Support
Command	
Logistics	
Federal Agency Support	

Old (1978 DMRR)	New (1979 DMRR)
Individuals	Individuals
Transients	Transients
Patients, Prisoners, and Holdees	Patients, Prisoners, and Holdees
Trainees and Students	Trainees and Students
Cadets	Cadets

2. Audit Trails of DPPC Structure Changes

Audit Trails have previously been given to the Congress showing the cumulative effect of structural changes on the manpower accounts. A summary of the net effect of these changes is given in the following DPPC manpower displays. The columns portray the 1978 Defense Manpower Requirements Report figures and the revised figure after the DPPC restructure. These displays do not reflect resource changes caused by Congressional, OSD, or military service budgetary action subsequent to the FY 1978 report. Detail in the following tables may not add to the totals due to rounding.

ARMY - FY 1978
(End Strength in Thousands)

	FY78 DMRR	Restructure	Net Effect
Active Military			
Strategic	0.6	0.4	-0.2
Tactical/Mobility	471.3	467.9	-3.4
Auxiliary Activities	25.3	23.3	-2.0
Support Activities	167.0	172.5	+5.5
Total Force Structure	664.2	664.2	--
Individuals	125.8	125.8	--
Total	790.0	790.0	--
Civilians			
Strategic	0.2	0.1	-0.1
Tactical/Mobility	44.4	22.7	-21.7
Auxiliary Activities	28.1	25.3	-2.8
Support Activities	305.3	329.8	+24.5
Total	378.0	378.0	--
Selected Reserve (ARNG)			
Strategic	--	--	--
Tactical/Mobility	355.2	355.2	--
Auxiliary Activities	--	--	--
Support Activities	15.0	15.0	--
Total Force Structure	370.1	370.1	--
Individuals	19.9	19.9	--
Total	390.0	390.0	--
Selected Reserve (USAR)			
Strategic	--	--	--
Tactical/Mobility	150.9	150.9	--
Auxiliary Activities	--	--	--
Support Activities	56.7	56.7	--
Total Force Structure	207.6	207.6	--
Individuals	11.4	11.4	--
Total	219.0	219.0	--

NAVY - FY 1978
(End Strength in Thousands)

	FY78 DMRR	Restructured	Net Effect
Active Military			
Strategic	21.3	21.5	+0.2
Tactical/Mobility	245.1	249.5	+4.4
Auxiliary Activities	29.0	27.5	-1.5
Support Activities	144.3	141.5	-2.8
Total Force Structure	439.8	439.8	--
Individuals	95.2	95.2	--
Total	535.0	535.0	--
Civilians			
Strategic	2.4	2.4	--
Tactical/Mobility	5.7	5.4	-0.3
Auxiliary Activities	41.7	40.3	-1.4
Support Activities	247.8	249.5	+1.7
Total	297.6	297.6	--
Selected Reserve			
Strategic	0.2	0.2	--
Tactical/Mobility	50.9	50.9	--
Auxiliary Activities	--	--	--
Support Activities	--	--	--
Total Force Structure	51.1	51.1	--
Individuals	0.9	0.9	--
Total	52.0	52.0	--

MARINE CORPS - FY 1978
(End Strength in Thousands)

	FY78 DMRR	Restructured	Net Effect
Active Military			
Strategic	--	--	--
Tactical/Mobility	110.1	110.2	+0.1
Auxiliary Activities	1.6	1.6	--
Support Activities	42.2	42.1	-0.1
Total Force Structure	153.9	153.9	--
Individuals	38.0	38.0	--
Total	192.0	192.0	--
Civilians			
Strategic	--	--	--
Tactical/Mobility	--	--	--
Auxiliary Activities	--	--	--
Support Activities	19.9	19.9	--
Total	19.9	19.9	--
Selected Reserve			
Strategic	--	--	--
Tactical/Mobility	30.1	30.1	--
Auxiliary Activities	--	--	--
Support Activities	--	--	--
Total Force Structure	30.1	30.1	--
Individuals	3.0	3.0	--
Total	33.1	33.1	----

AIR FORCE - FY 1978
(End Strength in Thousands)

	FY78 DMRR	Restructured	Net Effect
Active Military			
Strategic	78.8	80.7	+1.9
Tactical/Mobility	122.9	123.4	+0.5
Auxiliary Activities	63.3	55.8	-7.5
Support Activities	245.1	250.4	+5.3
Total Force Structure	510.2	510.2	--
Individuals	61.9	61.9	--
Total	572.0	572.0	--
Civilians			
Strategic	9.1	9.3	+0.2
Tactical/Mobility	27.7	27.7	--
Auxiliary Activities	30.7	24.5	-6.2
Support Activities	188.8	194.9	+6.1
Total	256.2	256.2	--
Selected Reserve (ANGUS)			
Strategic	20.7	20.7	--
Tactical/Mobility	55.1	55.1	--
Auxiliary Activities	10.4	10.4	--
Support Activities	4.4	4.4	--
Total Force Structure	90.6	90.6	--
Individuals	2.4	2.4	--
Total	93.0	93.0	--
Selected Reserve (USAFR)			
Strategic	2.3	2.3	--
Tactical/Mobility	34.6	34.6	--
Auxiliary Activities	0.5	0.5	--
Support Activities	12.6	12.6	--
Total Force Structure	50.0	50.0	--
Individuals	2.0	2.0	--
Total	52.1	52.1	--

DEFENSE AGENCIES - FY 1978
(End Strength in Thousands)

	FY78 DMRR	Restructured	Net Effect
Civilians			
Strategic	1.2	0.6	-0.6
Tactical/Mobility	--	--	--
Auxiliary Activities	11.5	10.6	-0.9
Support Activities	66.4	67.9	+1.5
Total	79.0	79.0	--

3. Management Actions That Impact on the DPPC.

Activity transfers and other management actions resulted in a number of additional changes from the DPPC structure as used in the FY 1978 Manpower Report and subsequent audit trails furnished to Congress. These are presented on the following table.

AUDIT TRAIL
(End Strength in Thousands)

ACTIVITY	FROM	TO	MILITARY FY 77	MILITARY FY 78	MILITARY FY 79	MILITARY FY 80	CIVILIAN FY 77	CIVILIAN FY 78	CIVILIAN FY 79	CIVILIAN FY 80
ARMY										
Signal Unit Reorganization	Centrally Managed Communications	Land Forces	0.1	0.1	0.1	0.1				
RDTE Activities	BOS	R&D	0.1	0.1	0.1	0.1				
POMCUS Marine Fleet Realignment	Central Logistics	Land Forces					0.1	0.1	0.1	0.1
Tactical Data Systems Support Realignment	Central Logistics	Land Forces					0.1	0.1	0.1	0.1
Off Duty Education Program 1/	Personnel Support	Individual Training						1.9		
Audio-Visual Activities	Force Support Training	BOS						0.7		
USAR Activities	BOS	Central Logistics					3.0	3.0	3.0	3.0
NAVY										
Electronic Warfare Center	BOS	Naval Forces	*	*	*	*				
Fleet Electronic Warfare Support Group	BOS	Naval Forces	*	*	*	*				
Joint Interface Test Forces	Research & Development	Amphibious Forces	*	*	*	*				
Multiple Unit Link Test & Op Trng System	Central Logistics	Amphibious Forces	*	*	*	*				
Special Boards & Committees	Centralized Support Acts	Amphibious Forces	*	*	*	*				
NAVELECSYSENG Center San Diego	Central Logistics	Amphibious Forces	*	*	*	*				
Fleet Combat Direction System Activity (Partial)	Central Logistics	Amphibious Forces	*	*	*	*				
Fleet Accounting and Disbursing Center, Atlantic	Centralized Support Acts	Base Operating Spt					0.4	0.4	0.4	0.4
Fleet Accounting and Disbursing Center, Pacific	Centralized Support Acts	Base Operating Spt					0.2	0.2	0.2	0.2
Navy Petroleum Reserve	Centralized Support Acts	Department of Energy					0.1	0.1	0.1	0.1
Lakehurst Naval Dir Engineering Center	R&D	Central Logistics	0.3	0.3	0.3	0.3	1.9	1.9	1.9	1.9
Navy Submarine Support Facility	BOS	Naval Spt Forces					0.1	0.1	0.1	0.1
Military Sealift Command Area Hqtrs.	Management Hqtrs.	Mobility Forces					0.7	0.7	0.7	0.7
Naval Health Sciences Educ. & Trng. Command	Individual Training	Management Hqtrs.					0.1	0.1	0.1	0.1
Naval Medical Research & Development	Research & Development	Management Hqtrs.					*	*	*	*
Naval Air Systems Command (Partial)	Management Hqtrs.	Central Logistics	0.2	0.2	0.2	0.2	1.3	1.3	1.3	1.3
Naval Sea Systems Command (Partial)	Management Hqtrs.	Central Logistics	0.2	0.2	0.2	0.2	1.8	1.8	1.8	1.8
Naval Electronic Systems Command (Partial)	Management Hqtrs.	Central Logistics	*	*	*	*	0.5	0.5	0.5	0.5
Bureau of Personnel (Partial)	Management Hqtrs.	Centralized Supp. Act.					0.1	0.1	0.1	0.1
Naval Material Command Support Activity	Management Hqtrs.	Central Logistics					0.3	0.3	0.3	0.3
Naval Accounting and Finance Center	Management Hqtrs.	Centralized Supp. Act.					0.3	0.3	0.3	0.3
Naval Health Sciences Educ. & Trng. Command	Management Hqtrs.	Individual Training	0.2	0.2	0.2	0.2				

AUDIT TRAIL
(End Strength in Thousands)

ACTIVITY	FROM	TO	MILITARY FY 77	MILITARY FY 78	MILITARY FY 79	MILITARY FY 80	CIVILIAN FY 77	CIVILIAN FY 78	CIVILIAN FY 79	CIVILIAN FY 80
NAVY										
Naval Support Activity, Washington, D.C.	Centralized Spt Act	Base Operations					0.8	0.8	0.8	0.8
MARINE CORPS										
M.C. Res Forces Admin Ctr	Central Spt Acts	BOS					0.1	0.1	0.1	0.1
M.C. Districts	BOS	Personnel Support					0.1	0.1	0.1	0.1
Wing Support Group	Land Forces	Tactical Air Forces	.5	.5	.5	.5				
Air Traffic Control	Land Forces	Tactical Air Forces	.3	.3	.3	.3				
Marine Corps Institute	Individual Training	Force Support Trng	.2	.2	.2	.2				
AIR FORCE										
Off Duty Education Program 1/	Personnel Support	*Individual Training*		*0.3*				*0.5*		

1/ Off Duty Education Program for FY 78 inadvertently moved twice: by DPPC Restructure and by Individual Training PCD.

* Fewer than 50 spaces.

D. DPPC DEFINITIONS

STRATEGIC

The DPPC in the Strategic category consist of those nuclear offensive, defensive, and control and surveillance forces which have as their fundamental objective deterrence and defense against nuclear attack upon the United States, our military forces, bases overseas, and our allies.

Offensive Strategic Forces

This category contains program elements for land-based ICBMs (including ICBM communications systems); sea-based SLBMs, ballistic missile submarines and supporting ships; long-range bombers (including integral armament systems) and refueling tanker aircraft; strategic cruise missiles; and operational headquarters for these forces. Program elements for corresponding or supporting Reserve Component units are also included in this category. These program elements contain resources specifically identified and measurable to offensive weapon and support systems, including crews, organizational and field maintenance, weapon system security, operational systems development, and procurement of equipment for these forces. This category also includes research and development program elements for weapon systems programmed for procurement during the five year FYDP projection.

Excluded are program elements for tactical nuclear weapons delivery systems, strategic surveillance and reconnaissance, command control and communications systems, depot maintenance, and management headquarters resources. Also excluded are support activities consisting of base operations, real property maintenance, base communications and unit and combat crew training.

Defensive Strategic Forces

This category contains program elements for interceptor aircraft and antiballistic missile systems, including directly supporting communications, command control, and surveillance and warning systems, and for the civil defense preparedness program. Program elements for corresponding or supporting Reserve Component units are also included in this category. These program elements contain resources specifically identified and measurable to defensive systems, including crews, organizational and field maintenance, weapon system security, operational systems development, and procurement of equipment for these forces. This category also includes research and development program elements for weapon systems programmed for procurement during the five year FYDP projection.

Excluded are program elements for those warning, surveillance, command control and communications systems which primarily support the World Wide Military Command and Control System (WWMCCS), depot maintenance, and management headquarters resources. Also excluded are support activities consisting of base operations, real property maintenance, base communications, and unit and combat crew training.

Strategic Control and Surveillance

This category contains program elements for the World Wide Military Command and Control System (WWMCCS) (including WWMCCS facilities, communications, and ADP); airborne satellite and ballistic missile early warning and control systems; satellite and orbiting objects surveillance systems; and supporting radar and optical sensor systems. These program elements contain resources specifically identified and measurable to strategic control and surveillance systems, including crews, organizational and field maintenance, weapon system security, operational systems development, and procurement of equipment for these forces. This category also includes research and development program elements for strategic control and surveillance systems programmed for procurement during the five year FYDP projection.

Excluded are program elements for intelligence data handling; long-haul communications; surveillance, control and communications systems in direct and immediate support of offensive or defensive forces; depot maintenance; and management headquarters resources. Also excluded are support activities consisting of base operations, real property maintenance, base communications and unit training.

TACTICAL/MOBILITY

The DPPCs in the Tactical/Mobility category consist of Land Forces (Army, Navy, and Marine Corps), Tactical Air Forces (Air Force, Navy, and Marine Corps), Naval Forces (Navy and Marine Corps) and Mobility Forces (Army, Air Force, and Navy).

Land Forces

This group consists of DPPC for Army and Marine Corps comprising division forces and theater forces.

Division Forces

This category contains program elements for Army divisions, non-divisional combat brigades/regiments, other nondivisional combat forces, and tactical support forces; and for Marine Corps combat and combat support units (including helicopter support units of the Marine air wings). Program elements for corresponding or supporting Reserve Component units and for the procurement and stockpiling of Army and Marine Corps war reserve materiel are also included in this category. These program elements contain resources specifically identified and

measurable to these units including maneuver battalions, organizational, direct support, general support and field (intermediate) maintenance, organic administrative and service activities, and procurement of equipment for these forces. This category also includes operational systems development program elements and other research and development program elements for weapon systems programmed for procurement during the five year FYDP projection.

Excluded are program elements for support of theater in contrast to division forces, and for management headquarters resources. Also excluded are support activities consisting of base operations, real property maintenance, base communications and unit training.

Theater Forces

This category contains Army program elements for theater-wide and specialized units, including separate infantry brigades stationed in Alaska, Berlin, Panama Canal Zone, Iceland, and the Caribbean; units in Europe that provide for supply, maintenance, and security control of nuclear ammunition support of NATO; theater surface-to-surface missile units; tactical surface-to-air missile units; theater heavy engineering battalions for support of other services; theater psychological operations, civil affairs, and unconventional warfare units; and their supporting supply, maintenance and command and control units. Also included are similar earmarked reinforcing units in FORSCOM and corresponding or supporting Reserve Component units. These program elements contain resources specifically identified and measurable to these units, including maneuver battalions, organizational, direct support, general support and field (intermediate) maintenance, organic administrative and service activities, and procurement of equipment for these forces. This category also includes operational systems development program elements and other research and development program elements for weapon systems programmed for procurement during the five year FYDP projection.

Excluded are program elements for management headquarters. Also excluded are support activities consisting of base operations, real property maintenance, base communications, and unit training.

Tactical Air Force

This category contains program elements for Air Force, Navy, and Marine fighter, attack, reconnaissance, and special operations squadrons; direct support aircraft, armament and electronics maintenance units, and weapon system security units; multipurpose aircraft carriers; air-launched tactical missile systems; tactical air control systems; Fleet Marine Forces direct support aircraft; and operational headquarters for these forces. Program elements for corresponding or supporting Reserve Component units are also included in this category. These program elements contain resources specifically identified and measurable to Tactical Air forces weapon and support systems, including crews, organizational

and field maintenance, weapon system security, operational systems development, and procurement of equipment for these forces. Also included are program elements for Air Force tactical command and control facilities and systems; Air Force resources for the Joint Tactical Communications Program (TRITAC) and war reserve materiel. This category also includes research and development program elements for weapon systems programmed for procurement during the five year FYDP projection.

Excluded are program elements for aeromedical airlift squadrons (Mobility Forces), depot maintenance, and management headquarters. Also excluded are support activities consisting of base operations, real property maintenance, base communications, and unit and combat crew training.

Naval Forces

The DPPC in the Naval Forces group include the Navy's anti-submarine warfare and fleet air defense forces, amphibious forces and supporting forces.

ASW and Fleet Air Defense Forces

This category contains program elements for surface combatant ships (cruisers, destroyers and frigates), fixed wing and helicopter ASW squadrons, attack submarines, mines and mine countermeasures, and directly supporting forces. Also included are program elements for air, sea, and submarine-launched ordnance and missiles. Program elements for corresponding or supporting reserve component units are also included in this category. These program elements contain resources specifically identified and measurable to ASW and fleet air defense forces, including crews, maintenance, and procurement of equipment. This category also includes operational systems development program elements and other research and development program elements for weapon systems programmed for procurement during the five year FYDP projection.

Excluded are program elements for fleet ballistic missile submarines, sea-launched ballistic missiles, tactical air forces, carrier flight manpower, and management headquarters. Also excluded are support activities consisting of base operations, real property maintenance, base communications, and unit training.

Amphibious Forces

This category contains program elements for amphibious assault ships, supporting ships and tactical support units, coastal/river forces, special warfare forces, explosive ordnance disposal forces, and inshore undersea warfare forces. Program elements for corresponding or supporting Reserve Component units are also included in this category. These program elements contain resources specifically identified and measurable to these forces, including crews, naval beach groups, tactical air control groups, harbor clearance units, maintenance, and procurement of equipment for these forces. This category also includes operational

systems development program elements and other research and development program elements for weapons systems programmed for procurement during the five year FYDP projection.

Excluded are program elements for minor fleet support ships, the Naval Ordnance Disposal Facility, depot maintenance and management headquarters resources. Also excluded are support activities consisting of base operations, real property maintenance, base communications, and unit training.

Naval Support Forces

This category contains program elements for carrier-on-board delivery squadrons, fleet support ships, underway replenishment ships, constructions forces, deep submergence systems, and fleet telecommunications. Also incuded are program elements for tactical intelligence, war reserve materiel and the Joint Tactical Communications Program (TRITAC). Program elements for corresponding or supporting Reserve Component units are included in this category. These program elements contain resources specifically identified and measurable to support forces. This category also includes operational systems development program elements and other research and development program elements for support force systems programmed for procurement during the five year FYDP projection.

Excluded are management headquarters and support activities consisting of base operations, real property maintenance, base communications, and unit training.

Mobility Forces

This category contains program elements for strategic, tactical, and administrative airlift, sealift, and land movement of passengers and cargo (including POL and mail) by both military and commercial carriers, including military cargo, tanker, and support ships and the Defense Freight Railway Interchange Fleet. Program elements for corresponding or supporting Reserve Component units are also included in this category. These program elements contain resources specifically identified and measurable to these activities and supporting systems, including crews, organizational and field maintenance, weapon system security and procurement of equipment. This category also contains program elements for tactical medical airlift squadrons, air and seaport terminal operations, traffic management, integral command and control systems, aerospace rescue and recovery, heavy repair civil engineering squadrons, and Air Force special mission forces. This category also includes operational systems development program elements and other research and development program elements for mobility forces programmed for procurement during the five year FYDP projection.

Excluded are program elements for management headquarters. Also excluded are support activities consisting of base operations, real property maintenance, base communications, and unit and combat crew training.

AUXILIARY ACTIVITIES

The DPPC in the Auxiliary Activities category consist of those major defense-wide activities conducted under centralized OSD control. Included are DPPC in the Intelligence, Centrally Managed Communications, Research and Development Activities, and Geophysical Activities categories.

Intelligence

This category contains program elements for the centralized intelligence gathering and analytic agencies and activities of the Department of Defense, consisting of the Consolidated Cryptologic Program (CCP), and the General Defense Intelligence Program (GDIP), including intelligence communications. Program elements for corresponding or supporting Reserve Component units are also included in this category. These program elements contain resources specifically identified and measurable to these intelligence programs, including research and development and procurement of equipment.

Excluded are program elements for intelligence activities which are organic to strategic and tactical forces, for general intelligence and CRYPTO training, and for management headquarters.

Centrally Managed Communications

This category contains program elements for the long-haul Defense Communications System, the military service communications systems, satellite communications systems, communications security, communications engineering and installation activities, and the Electromagnetic Compatibility Analysis Center. Program elements for corresponding or support Reserve Component units are also included in this category.

These program elements contain resources specifically identified and measurable to these communications systems and activities, including research and development and procurement of equipment.

Excluded are program elements for base and command communications, intelligence communications, and communications systems dedicated to strategic, tactical or WWMCCS missions, and management headquarters.

Research and Development Activities

This category contains all research and development (Program 6) program elements, except those for weapons systems for which procurement is programmed during the five year FYDP projection and except for program elements identifiable to a Support Activities DPPC such as Medical and Personnel Support. Also excluded are operational systems development and other program elements not in Program 6 but containing research and development resources.

Geophysical Activities

This category contains program elements for meteorological, topographic, oceanographic, and navigational activities, including the Defense Meteorological Satellite Program, the Air Force and Navy weather services, navigational satellites, oceanography, and mapping, charting and geodesy activities. Program elements for corresponding or supporting reserve component units are also included in this category. These program elements contain resources specifically identified and measurable to these geophysical activities, including research and development and procurement of equipment.

Excluded are program elements for management headquarters. Also excluded are support activities consisting of base operations, real property maintenance, and base communications.

SUPPORT ACTIVITIES

The DPPC in the Support Activities category consist of the Base Operating Support functions for both combat and support installations; centralized organizations, activities and services consisting of Medical and Personnel Support, Individual and Force Support Training, Logistics, Management Headquarters, Federal Agency Support, and other Centralized Support Activities.

Base Operating Support - Combat Installations

This category contains program elements for the operation and maintenance of installations of strategic, tactical, airlift and sealift commands (Programs 1, 2, and 4), including supporting base communications and air traffic control program elements. Program elements for corresponding or supporting Reserve Component units are also included in this category. These program elements include resources for installation headquarters administration; installation operational, housekeeping, service, and real property maintenance functions.

Excluded are program elements for management headquarters, family housing, commissaries, medical support and overseas dependents education.

Base Operating Support - Support Installations

This category contains program elements for the operation and maintenance of installations of auxillary forces, research and development, logistics, training, medical, and administrative commands (Programs 3, 6, 7, 8 and 9), including supporting base communications. Program elements for corresponding or supporting Reserve Component units are also included in this category. These program elements include resources for installation headquarters administration; installation operational, housekeeping, and service functions; commissaries; real property maintenance and family housing.

Excluded are program elements for management headquarters, medical support, and overseas dependents education.

Medical Support

This category contains program elements for medical care in DoD military medical facilities, including medical centers, hospitals, clinics, dispensaries, infirmaries, and laboratories; and for medical care to qualified individuals in non-DoD facilities. Program elements for corresponding or supporting Reserve Component units are also included in this category. This category also includes research and development program elements in support of medical research and medical equipment and systems.

Excluded are program elements for mobile medical units organic to combat forces and for management headquarters resources. Also excluded are support activities consisting of base operations, real property maintenance, base communications and medical training.

Personnel Support

This category contains program elements for provision of varied service in support of personnel, including recruiting and examining, the overseas dependents education program, reception centers, disciplinary barracks, centrally-funded welfare and morale programs, the Armed Forces Information Program, and civilian career training and intern programs. Program elements for corresponding Reserve Component units are also included in this category. These program elements contain resources specifically identified and measurable to these various programs. This category also includes research and development program elements for human factors and personnel development research.

Excluded are program elements for management headquarters resources. Also excluded are support activities consisting of base operations, real property maintenance, base communications and training.

Individual Training

This category contains program elements for formal military and technical training and professional education of military personnel conducted under centralized control of service training commands. Program elements include those for recruit training, officer acquisition training (including ROTC), general skill training, flight training, professional development education, health care individual training, and training support activities. Program elements for corresponding or supporting Reserve Component units are also included in this category. These program elements contain resources specifically identified and measurable to these training programs, except as excluded below. This category also includes research and development program elements in support of new or improved training equipment, techniques and technology.

Excluded are program elements for management headquarters, training conducted in operational units, training of organized crews and units, education and professional development of DoD civilian personnel, off-duty and voluntary education programs, and combat development activities. Also excluded are resource identification codes for students, trainees, cadets, and midshipmen. Also excluded are support activities consisting of base operations, real property maintenance, and base communications.

Force Support Training

This category contains program elements for Air Force and Naval advanced flight training conducted by combat commands; Navy training conducted at sea and ashore in direct support of submarine, surface combatant surveillance, and mine warfare forces; fleet level training at fleet training centers, submarine schools, and anti-submarine warfare schools, the Army unit and force-related training activities. Included are resources for fleet readiness squadrons, Air Force combat crew training squadrons, and Army jungle and arctic training facilities. These program elements contain resources specifically identified and measurable to these units, including organizational and field maintenance, training equipment and munitions, and aerial targets. Program elements for corresponding Reserve Component units are also included in this category.

Excluded are program elements for base operating support, management headquarters and formal or school training which is part of individual training.

Central Logistics

This group includes DPPCs for centrally managed supply, procurement, maintenance and logistics support activities.

Supply Operations

This category contains program elements for the operation of supply depots and centers, inventory control points, centralized procurement offices, and for military personnel support to Defense Logistics Agency (DLA). Includes resources for POL pipeline and tank operations, and other resources specifically identified and measurable to centralized supply operations. Also included are corresponding Reserve Component program elements.

Excluded are supply activities organic to combat forces, depot maintenance, logistics support activities, second destination transportation, industrial preparedness, management headquarters, base operations, and real property maintenance.

Maintenance Operations

This category contains program elements for the centralized repair, modification, and overhaul of end items of equipment and their components conducted at depots, arsenals, reprocessing facilities, and logistic centers. These program elements contain resources specifically identified and measurable to the cited maintenance activities, including procurement of maintenance equipment. Also included are corresponding Reserve Component program elements.

Excluded are maintenance operations organic to operating units, field maintenance, logistic support activities, and support activities of base operations, management headquarters, and real property maintenance.

Logistics Support Operations

This category contains program elements for centralized logistics activities, other than supply and maintenance. Specifically included are program elements for industrial preparedness, second destination transportation, property disposal, production engineering and testing, construction planning and design, operation of printing plants, storage and disposal of inactive equipment (including aircraft), logistics administrative support, and other centrally managed logistic support services. These program elements contain resources specifically identified and measurable to these central logistics support activities. Program elements for corresponding Reserve Component units are also included in this category.

Excluded are program elements for supply operations, maintenance operations, management headquarters, and the support activities of base operations and real property maintenance.

Centralized Support Activities

This category contains miscellaneous service program elements which provide centralized support to multiple missions and functions which do not fit other DPPCs. Specifically included are nonmanagement headquarters program elements for unified commands; international military organizations; foreign military sales support; combat developments; counterintelligence; reserve readiness support; public affairs; Defense Documentation Center; personnel administration; finance centers; audio visual activities, criminal investigations; claims; service-wide support; Office of the Secretary of Defense, Joint Chiefs of Staff and Defense Contract Audit Agency activities; and other miscellaneous support. These program elements contain resources specifically identified and measurable to the above activities.

Excluded are management headquarters and base operating support.

Management Headquarters

The DPPCs in this category consist of five DPPCs for Management Headquarters as defined in DoDD 5100.73, Department of Defense Management Headquarters: Defense Agencies, International Military Orgnizations, Unified Commands, Service Support - Combat Commands, and Service Support - Service Commands.

Management Headquarters - Defense Agencies

This category contains the management headquarters program elements for the Defense Agencies. These program elements contain resources specifically identified and measurable to these headquarters.

Management Headquarters - International Military Organizations

This category contains the program elements for the military services' support of the headquarters of international military organizations. Also included are corresponding Reserve Component program elements.

Management Headquarters - Unified Commands

This category contains the program elements for the military services' support of the headquarters of the unified commands. Also included are corresponding Reserve Component program elements.

Management Headquarters - Service Support - Combat Commands

This category contains the program elements for the headquarters of the combat commands, i.e., those in FYDP Programs 1, 2, and 4. Also included are corresponding Reserve Component program elements.

Management Headquarters - Service Support - Service Commands

This category contains the program elements for the management headquarters of the military service support commands, i.e., organizations in FYDP Programs, 3, 5, 6, 7, 8, and 9. Also included are corresponding Reserve Component program elements.

Federal Agency Support

This category contains program elements for military and civilian DoD manpower assigned on a reimbursable or nonreimbursable basis to support other federal agencies.

Excluded are personnel providing support to foreign governments.

INDIVIDUALS

The DPPCs in this group account for military personnel who are not considered force structure manpower and consist generally of transients; patients; prisoners; students and trainees; cadets; and personnel awaiting separation.

Transients

This category contains only the Transient program element which consists of active duty military personnel in travel, proceed, leave enroute, or temporary duty status (except for training) while on Permanent Change of Station orders.

Patients, Prisoners, and Holdees

This category contains only the Personnel Holding Account program element which consists of active duty military personnel who are dropped from the assigned strength of an operational or training unit for reasons of medical, disciplinary, or pre-separation nonavailability.

Trainees, Students and Cadets

This category contains those personnel with the resource identification codes of Active Service Officer Students, Active Service Enlisted Students, Active Service Enlisted Trainees, and Service Academy Students.

MISCELLANEOUS

This group consists of three DPPCs: Retired Pay, International Support Funds, and Undistributed. These DPPCs do not affect personnel strength except that Undistributed may do so temporarily.

Retired Pay

This category contains only the one program element for Retired Pay.